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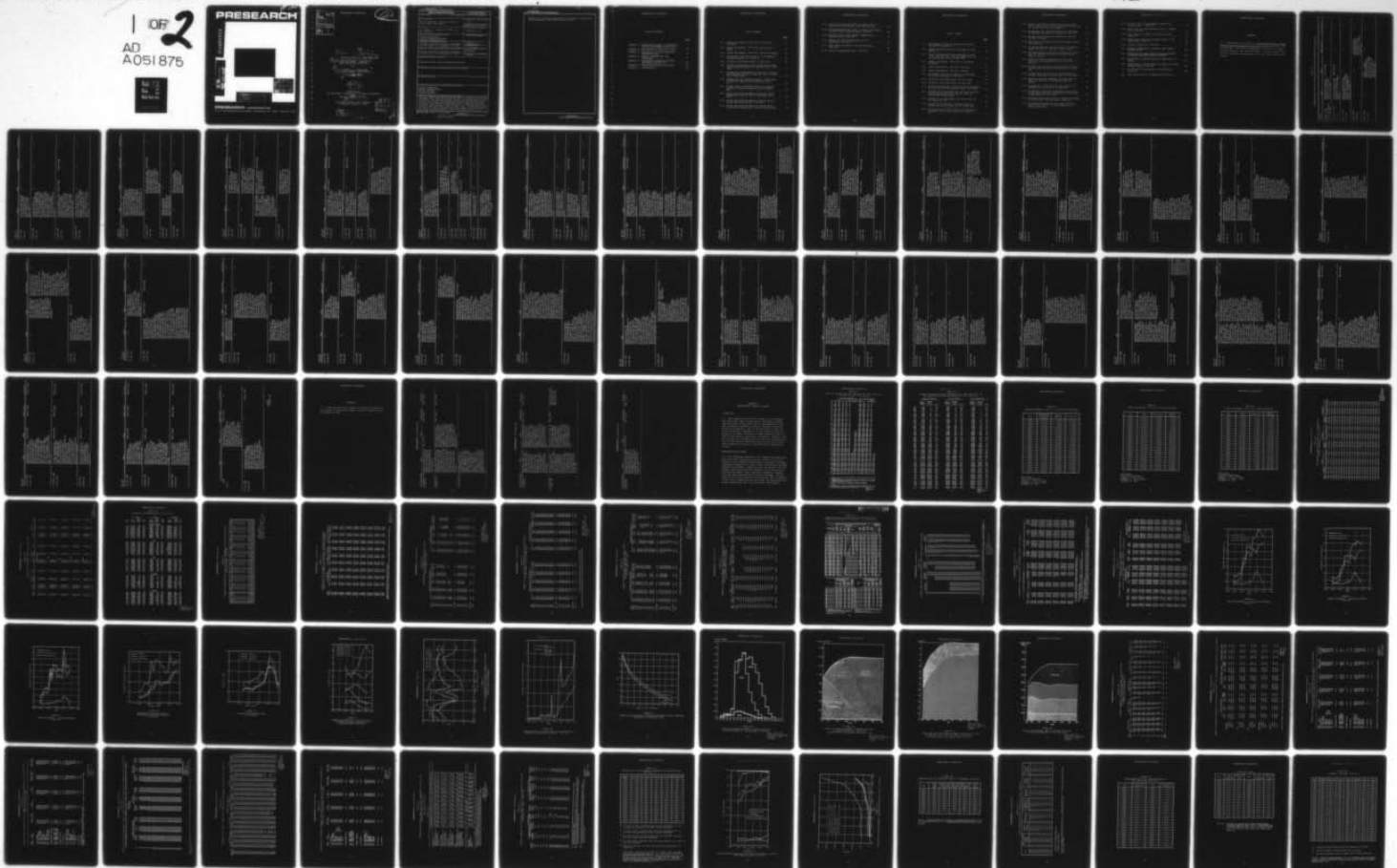
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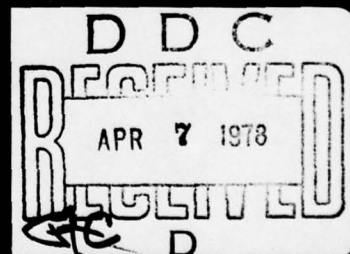


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Technical Report No. 370-VOL-2

⑥ MILITARY RETIREMENT: THE ROLE OF
YOUTH AND VIGOR, VOLUME II

by

⑩ R. A. Holmes, T. C. Hillsman,
E. M. Small, and R. B. Borthwick

⑪ 15 February 1978

⑫ 136p.

Prepared for
The President's Commission on Military Compensation
Under

Contract MDA 903-78-C-0177

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REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER	2. GOVT ACCESSION NO.	3. RECIPIENT'S CATALOG NUMBER
4. TITLE (and Subtitle) Military Retirement: The Role of Youth and Vigor, Volume I and Volume II		5. TYPE OF REPORT & PERIOD COVERED Final
7. AUTHOR(s) R.A. Holmes, T.C. Hillsman, E.M. Small, and R.B. Borthwick		6. PERFORMING ORG. REPORT NUMBER Presearch Inc. T.R. 370 ✓
9. PERFORMING ORGANIZATION NAME AND ADDRESS Presearch Incorporated 2361 S. Jefferson Davis Highway Arlington, Virginia 22202		8. CONTRACT OR GRANT NUMBER(s) MDA 903-78-C-0177 ✓
11. CONTROLLING OFFICE NAME AND ADDRESS President's Commission on Military Compensation 666-11th Street, N.W., Washington, D.C. 20001		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office) President's Commission on Military Compensation 666-11th Street, N.W., Washington, D.C. 20001		12. REPORT DATE 15 February 1978
		13. NUMBER OF PAGES 203 pgs.
		15. SECURITY CLASS. (of this report) UNCLASSIFIED
		15a. DECLASSIFICATION/DOWNGRADING SCHEDULE
16. DISTRIBUTION STATEMENT (of this Report) Approved for public release; distribution unlimited.		
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)		
18. SUPPLEMENTARY NOTES		
19. KEY WORDS (Continue on reverse side if necessary and identify by block number) Military Compensation Military Personnel System Military Personnel Retention Incentives		
20. ABSTRACT (Continue on reverse side if necessary and identify by block number) This study examines the issue of youth and vigor as it impacts on the military retirement system. Particular emphasis is given to the period from 1900 to the present time. The study analyzes the legislative actions that have occurred since the establishment of a permanent U.S. military organization and notes the absence of any generally accepted definition of youth and vigor and the absence of usable data prior to the World War II era. The legislative history of military retirement is analyzed with special emphasis on the force management objectives which potentially acted as the causative agents for the		

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legislation. This study was performed for the President's Commission on Military Compensation under Contract MDA903-78-C-0177.

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APPENDIX A

A.1 This appendix is a copy of a Chronological Table of Significant Military Retirement Legislation covering the years 1776 through 1960. The table was prepared by OASD (M) on 1 August 1961 and obtained from the DoD Actuary. A second section, prepared by Presearch Incorporated, covers the period 1958 to the present.

TABLE A.1

CHRONOLOGICAL TABLE OF SIGNIFICANT MILITARY RETIREMENT LEGISLATION

Year and Statute	Army	Navy	Marine Corps	Air Force
26 August 1776 Journals of the Continental Congress, Vol. 7, Page 702	First general National Pension law for disabled veterans - half pay for life for all ranks.	Same as Army	---	---
29 September 1789 1 Stat 95	First U.S. Congress continued Revolutionary War Pensions of the Continental Congress.	Same as Army	---	---
30 April 1790 1 Stat 119	Limited compensation for disabilities; not to exceed $\frac{1}{2}$ months pay for commissioned officers - \$5.00/month for enlisted personnel.	---	---	---
11 July 1798 1 Stat 595	---	---	First Marine Corps disability pension law enacted. Same allowances as granted to the Army.	---
2 March 1799 1 Stat 716	---	Officers, seamen or mariners disabled in line of duty to receive $\frac{1}{2}$ month's pay for life. Also life of wife, if married at time of receiving injury.	---	---

Year and Statute	Army	Navy	Marine Corps	Air Force
14 May 1800	First "Severance Payment" to officers and enlisted men discharged for convenience of the Government: - Equal to three months pay.	---	---	---
2 Stat 86				
16 March 1802	Maximum disability compensation to a commissioned officer for the highest rate of disability limited to half pay of a lieutenant colonel.	---	---	---
2 Stat 135	Officers discharged due to reduction in the size of the Army to receive three months "Severance Pay" if service did not exceed 3 months. - All other's, one month's pay for each year of Service - No limit.			
10 April 1806	Personnel disabled in line of duty during the Revolutionary War to receive pensions - Maximum for commissioned officers limited $\frac{1}{2}$ of monthly pay of a lieutenant colonel - Full pension for other ranks shall be \$5.00 per month.	Same as Army	Same as Army	---
2 Stat 377				
24 December 1811	Enlisted men who enlisted for five (5) years - served honorably - to receive 3 months "Severance Pay" and 160 acres of land upon discharge. If killed in action or died in service, the heirs to receive same pay.	---	---	---
2 Stat 669				

Year and Statute	Army	Navy	Marine Corps	Air Force
6 February 1812	Permitted officers and men of the Voluntary Military Corps, who became disabled in line of duty in public service to receive the same disability compensation as members of the regular forces. Heirs and representatives of any enlisted man killed in action or die in actual service shall be entitled to receive 160 acres of land.	---	---	---
2 Stat 676				
20 January 1813	---	Widows and children under 16 years of age of officers who are killed or die as a result of wounds received in line of duty to receive $\frac{1}{2}$ month's pay for a term of five (5) years, or until remarriage.	Same as Navy	---
2 Stat 790				
3 March 1815	Officers discharged during reduction of forces following War of 1812 to receive three months "Severance Pay".	---	---	---
3 Stat 225				
16 April 1816	---	Allowance of $\frac{1}{2}$ monthly pay to disabled personnel could be increased to up to full monthly pay for life if circumstances dictated.	---	---
3 Stat 288				

Year and Statute	Army	Navy	Marine Corps	Air Force
3 March 1837	---	Provisions of Act of 20 January 1813 extended to wives until death or remarriage and children to age 21 years of all personnel.	Same as Navy	---
5 Stat 180				
28 February 1855	---	First retirement provisions for officers - other than for physical disability - when found incapable of performing duty - placed on "Reserved List." Receive leave of absence or furlough pay.	---	---
10 Stat 616				
3 August 1861	First general retirement law. Officers who served 40 years - upon application to the President could be retired. Officers who become physically incapable of performing duty placed on retired list - receive retired pay equal to 75% of his active duty pay.	Same as Army. In addition, Same as Army officers, on reaching age 62 retired with retired pay equal to 75% of active duty pay.		---
12 Stat 289				
21 December 1861	---	Non-disability compulsory retirement for officers who have completed 45 years service or reached age 62. Retired with retired pay equal to 75% of active duty pay.	---	---
12 Stat 329				

Year and Statute	Army	Navy	Marine Corps	Air Force
14 July 1862	Pensions, according to rank, for all ranks who were totally disabled. Partially disabled personnel to receive proportionate amount. Widows, children under 16, dependent mothers or orphaned dependent sisters to receive total disability pension.	Same as Army	Same as Army	---
12 Stat 566				
17 July 1862	Involuntary non-disability retirement for officers upon completion of 45 years service or reaching age 62. Retired pay equal to 75% of the active duty pay.	---	Same as Army	---
12 Stat 596				
3 March 1865	Volunteer officers below rank of Brigadier General, who continue to serve until close of Civil War to receive three months "Severance Pay" upon discharge.	---	---	---
13 Stat 497				
2 March 1867	---	Enlisted person who has served at least 20 years and is disabled from sea service, age or other infirmity to receive monthly sum equal to 50% of active duty pay at time of discharge. If disabled after a period of not less than 10 years service, to receive suitable amount for his relief, not to exceed 50%.	Same as Navy	---
14 Stat 516				

Year and Statute	Army	Navy	Marine Corps	Air Force
15 July 1870	First 30 year voluntary retirement law for officers upon approval of President. To receive 75% of the pay of the rank upon which retired. Officers honorably discharged to receive one year's "Severance Pay" (Pay and allowances)	---	---	---
16 Stat 317				
15 July 1870	---	Pay of all officers on retired list be equal to 50% of the highest pay of officers on the active list in the grade in which retired.	---	---
16 Stat 333				
3 March 1873	---	No officer permitted to retire for non-disability reasons prior to reaching age 62.	---	---
17 Stat 556				
3 March 1873	Uniform disability pension laws for officers and enlisted men based upon rank, type of disability (loss of arms, feet, eyes, etc.), degree of disability, etc.	Same as Army	Same as Army	---
17 Stat 566				
18 June 1878	Limited number of officers on retired list to 400.	---	---	---
20 Stat 150				
30 June 1882	Mandatory non-disability retirement of officers who reach age 64. Also voluntary non-disability retirement of an officer upon completion of 40 years service either as an	---	---	---
22 Stat 118	(cont'd)			

Year and Statute	Army	Navy	Marine Corps	Air Force
30 June 1882 (cont'd)	officer or soldier in the regular or volunteer service at 75% of active duty pay. The General of the Army, when retired, shall be retired without reduction in his current pay and allowances	----	----	----
22 Stat 118	Officers supernumerary to the permanent Army, upon request, may be honorably discharged with one year's pay for each five years service, total not to exceed three year's pay in all.			
3 March 1883	Created so-called "unlimited retired list" to accommodate officers retired at age 64 or upon completion of 40 years service.	----	----	----
22 Stat 457				
14 February 1885	First voluntary non-disability retirement law for enlisted men upon completion of 30 years service - Receive 75% of the pay and allowances of the rank in which retired.	----	Same as Army	----
23 Stat 305				
29 August 1890	No officer on the retired list permitted to draw or receive any pension under any law.	Same as Army	Same as Army	----
26 Stat 371				

Year and Statute	Army	Navy	Marine Corps	Air Force
30 September 1890 26 Stat 504	Enlisted men permitted to compute active war service during the war of rebellion as double time when computing the 30 years necessary for retirement.	---	Same as Army	---
1 October 1890 26 Stat 562	Officer, who upon examination for promotion, found to be physically incapacitated contracted in line of duty, shall be retired with rank to which his seniority entitled him to be promoted. If officer fails for promotion for other reasons, suspended from promotion for one year, re-examined, and if again fails, discharged with one year's "Severance Pay".	---	---	---
16 February 1891 26 Stat 763	Officers on the "limited retired list" transferred to the "unlimited retired list" upon reaching age 64. "Limited retired list" reduced to 350 instead of 400.	---	---	---
5 August 1892 27 Stat 348	Nurses employed by the Surgeon General during the war of the rebellion for period of six months or more and are unable to support themselves are entitled to receive a monthly pension of \$12.00.	---	---	---

Year and Statute	Army	Navy	Marine Corps	Air Force
3 March 1899	---	Voluntary non-disability retirement of captains, commanders and lieutenant commanders. No age or length of service limit. Mandatory retirement of up to five captains, four commanders, four lieutenant commanders and two lieutenants each year authorized to create necessary vacancies. Receive 3/4 of sea pay of next higher grade. Voluntary retirement of enlisted men after 30 years service with 75% of the pay and allowances of the grade in which retired. Unless physically disqualified, enlisted man must be 50 years of age.	---	---
30 Stat 1006				
23 April 1904	Officers below grade of Brigadier General who served with credit during Civil War, upon retirement for disability, age, or 40 years service may be retired with rank and retired pay one grade above that held at retirement.	---	---	---
33 Stat 264				
27 April 1904	---	Any officer with creditable record who served during the Civil War, when retired, to be retired in like manner and under same conditions as provided for officers of the Navy who served during the Civil War.	---	---
33 Stat 349				

Year and Statute	Army	Navy	Marine Corps	Air Force
12 June 1906	No officer above rank of colonel shall be retired, except for disability or on account of having reached age 64, until he shall have served at least one year in such rank.	---	---	---
34 Stat 245				
29 June 1906	---	Officers, not above the grade of captain (colonel in Marine Corps) who served with credit during Civil War, upon retirement for disability, age, or 40 years service may be retired with rank and retired pay one grade above that held at time of retirement.	Same as Navy	---
34 Stat 554				
2 March 1907	Voluntary retirement of enlisted man upon completion of 30 years service with 75% the pay and allowances he is receiving at the time of retirement.	Same as Army	Same as Army	---
34 Stat 1217	First uniform retirement law for EM of all services.			
13 May 1908	---	Voluntary retirement of officers upon completion of 30 years service with 3/4 of the highest pay of his grade.	---	---
35 Stat 128				

Year and Statute	Army	Navy	Marine Corps	Air Force
22 August 1912	---	Officers retired under provision of Act of 3 March 1899 shall be retired with rank and 3/4 of the sea pay of the grade from which retired, rather than the next higher grade.	---	---
37 Stat 328				
29 August 1916	---	Captains, commanders and lieutenant commanders upon reaching age 56, 50, and 45, respectively and not selected for promotion retired with 2 1/2% of shore duty pay for each year of service. Total retired pay not to exceed 75% of shore duty pay. Mandatory retirement age of all officers, not otherwise affected increased from 62 to 64 years of age.	---	---
39 Stat 590				
29 August 1916	---	Establishment of Fleet Naval Reserve and transfer of any enlisted man, with 20 or more years Naval Service and any enlisted man, who may be entitled to an honorable discharge after 16 years service thereto with retainer pay at the rate of 1/2 and 1/3 respectively, of their base pay.	Establishment of Marine Corps Reserve with re-tainer pay provisions the same as Navy. Established Warrant Officer grades with same retirement privileges as Warrant Officers in the Navy.	---
39 Stat 593				

Year and Statute	Army	Navy	Marine Corps	Air Force
22 May 1917	---	Officer of permanent Navy who holds higher temporary rank, when retired from active service, shall be retired in permanent rank except for those with physical disability incurred in line of duty, who shall be retired in highest temporary rank. Non-regular officers, originally appointed temporarily, shall not be entitled to any rights of retirement, except those incurring a physical disability in line of duty. (Appropriation Act of 1 July 1918 continued the above provisions)	Same as Navy	---
40 Stat 86				
17 September 1919	Officers retired for physical disability to be placed on the "unlimited retired list."	---	---	---
41 Stat 286				
4 June 1920	Establishment of Class "B" board for officers, if classification not due to his neglect, misconduct or avoidable habits, officer retired if more than 10 years service at 2 $\frac{1}{2}$ % of active pay multiplied by number of years service, not to exceed 75%; if less than 10 years service, discharged with one years severance pay. If due to neglect, misconduct, etc.; discharge with no benefits.	---	---	---
41 Stat 773				

Year and Statute	Army	Navy	Marine Corps	Air Force
4 June 1920	---	Officers of the Naval Reserve and temporary officers who incur physical disability in line of duty shall be eligible for retirement under same conditions as regular Naval officers.	---	---
41 Stat 834		Officers appointed in regular Navy from sources other than Naval Academy exempt from age in grade requirement for promotion and could not be retired until completion of specified time in grade of lieutenant commander, commander, and captain.		
30 June 1922	Reduced commissioned strength by discharging those with less than 10 years service with one years severance pay; mandatorily place on "unlimited retired list" those with over 10 and less than 20 years commissioned service at $2\frac{1}{2}\%$ of active pay multiplied by number of complete years of service; over 20 years commissioned service placed on "unlimited retired list: at 3% of active pay multiplied by number of complete years service; not to exceed 75%. Warrant officers with less than 10 years			
42 Stat 722		(cont'd)		

Year and Statute	Army	Navy	Marine Corps	Air Force
30 June 1922 (cont'd)	commissioned service, but with over 20 years service accredited toward retirement may retire with pay at 2% of active duty pay multiplied by the number of years service.	---	---	---
42 Stat 722				
6 June 1924	Retired enlisted men who served honorably as a commissioned officer at some time between 6 April 1917 and 11 November 1918, entitled to receive the pay of a retired Warrant Officer.	Same as Army	Same as Army	---
43 Stat 472				
28 February 1925	---	Officers of the Naval Reserve placed on "Honorary Retired List" of the Naval Reserve without pay or allowances upon reaching age 64, or upon approval of the Secretary of the Navy on the individuals request after 25 years in the Naval Reserve. Enlisted men who enter the Regular Navy after passage of this Act must complete 20 years Naval service before transfer to the Fleet Naval Reserve at $\frac{1}{2}$ pay plus all permanent additions. Upon (cont'd)	Same as Navy	---
43 Stat 1081				

Year and Statute	Army	Navy	Marine Corps	Air Force
28 February 1925 (cont'd)		completion of 30 years service, transferred to the retired list of Regular Navy. In time of peace, any officer or enlisted man of the Naval Reserve who is physically injured in line of duty while performing active duty, authorized training duty with or without pay, or dies as a result of such injury, shall be entitled to all benefits prescribed by law for civil employees. Enlisted men transfer to Fleet Naval Reserve at 16 and 20 years continues in effect.. (Naval Reserve Force created by Act of 29 August 1916 was abolished by this Act.)	Same as Navy	---
43 Stat 1081				

Year and Statute	Army	Navy	Marine Corps	Air Force
4 March 1925	---	Officers commended for duty in actual combat with the enemy, when retired by reason of age ineligibility for promotion, placed on retired list with rank of next higher grade and with 3/4th of the pay they would have received if not advanced in rank. "Tombstone Promotion."	Any officer with over 10 years service who fails promotion, will be mandatorily retired at 2½% of base pay multiplied by number of years service; not to exceed 75% as follows: lieutenant colonel age 50, major and company grade officers at age 45 years. Less than 10 years service, honorably discharged with one years severance pay. Colonels not on eligible list for brigadier general, retired at age 56 with pay at 2½% of active pay multiplied by number of years service: Not to exceed 75%. "Tombstone Promotion" for officers same as for Navy.	---
43 Stat 1272				
13 May 1926	Retirement of female nurses, at discretion of service secretary, upon completion of 30 years service or at age 50, and having completed 20 years service. Retired pay equal to 3% of active base pay multiplied by number of years service, not to exceed 75%. Placed on "Nurse Corps Retired List."	Same as Army	---	---
44 Stat 531				

Year and Statute	Army	Navy	Marine Corps	Air Force
22 June 1926	---	Captains, commanders and lieutenant commanders not ineligible for promotion until completion of 35, 28, and 21 years service, respectively. If not promoted, mandatorily retired regardless of age.	---	---
44 Stat 761				
24 May 1928	All persons who served as officers during the World War (6 April 1917 to 2 July 1921), other than Regular officers, and during such service became physically disabled in line of duty at not less than 30% permanent disability, shall be placed on the "Emergency Officers' Retired List" with retired pay of 75% of the pay they were entitled to at time of discharge. Same privileges as Regulars. If less than 30% disability, but more than 10% to be placed on retired list without pay but entitled to other privileges and benefits of Regular officers. Veterans Administration administered the benefits. (Note: First time that the system of pay set forth in the retirement law of the Regular Services was used as a measurement for disability compensation.)	Same as Army	Same as Army	---
45 Stat 735				

Year and Statute	Army	Navy	Marine Corps	Air Force
20 June 1930	Disability retirement for female nurses at 75% of the Active Service Pay of grade in which retired.	Same as Army	---	---
46 Stat 790				
3 March 1931	---	Captains, commanders and lieutenant commanders upon completion of 35, 28 or 21 years service respectively, and not recommended for promotion shall be retired at 2 $\frac{1}{2}$ % of active duty pay multiplied by number of years service: Not to exceed 75%. All lieutenants who are 45 years of age or more, completed 20 or more years service and found not professionally qualified by reason of examination shall be retired at 2 $\frac{1}{2}$ % of active duty pay multiplied by years of service, not to exceed 75%.	---	---
46 Stat 1484				
7 May 1932	Warrant officers and enlisted men who served creditably during World War I or the Spanish-American War. Upon retirement, be advanced to the highest commissioned, warrant or enlisted grade held during such war. No increase in retired pay authorized.	Same as Army	Same as Army	---
47 Stat 150				

Year and Statute	Army	Navy	Marine Corps	Air Force
29 May 1934	---	Lieutenants and lieutenants (junior grade) upon completion of 14 and 7 years service respectively, and not recommended for promotion, shall be ineligible hereafter for promotion.	---	---
48 Stat 814				
29 May 1934	---	---	Officers to be governed by the same relative conditions pertaining to retirement as those provided for line commissioned officers of the Navy. Formerly governed by Army statutes.	---
48 Stat 811				
22 July 1935	---	Lieutenants and lieutenants (junior grade) may be retired after completing 14 and 7 years service respectively, and not selected for promotion at 2 $\frac{1}{2}$ % of active duty pay multiplied by years of service. Lieutenants and lieutenants (junior grade) upon completion of 21 and 14 years service, respectively, shall be retired at 2 $\frac{1}{2}$ % of active duty pay multiplied by years of service.	Same as Navy	---
49 Stat 488				

Year and Statute	Army	Navy	Marine Corps	Air Force
31 July 1935	Voluntary retirement of regular officers with not less than 15 years service nor more than 29 years service at $2\frac{1}{2}\%$ of active duty pay multiplied by number of years at active service.	---	---	---
49 Stat 507		---	---	---
1 May 1936	---	---	Lieutenant colonels and majors who have completed 28 and 21 years service respectively, and are not on a promotion list shall be retired at $2\frac{1}{2}\%$ of active duty pay multiplied by number of years of service.	---
49 Stat 1249				
23 June 1938	---	Promotion by selection rather than age in grade or service in grade. Commanders and above who fail selection the second time shall be retired at $2\frac{1}{2}\%$ of active pay multiplied by number of years service; not to exceed total of 75%. Lieutenant commanders, lieutenants and lieutenant (junior grade) who fail selection the second time and have less than 20 years service are honorably discharged with severance pay; if over 20 years service, retired. Voluntary retirement after 20 years service authorized for all commissioned officers.	Same as Navy	---
52 Stat 949				

Year and Statute	Army	Navy	Marine Corps	Air Force
25 June 1938		Honorary retired list for the Naval Reserve established. Officers and enlisted men of the Naval Reserve placed on this list upon reaching age 64 or upon request after 30 years service in the Naval Reserve. No pay or allowances. Officers and men who have performed a total of not less than 30 years active service or have had not less than 20 years active service, the last ten of which shall be performed during the last eleven years immediately preceding their transfer to the Honorary Retired List of the Naval Reserve shall be entitled to pay at the rate of 50 per centum of their active duty rate of pay.	Same as Navy	
52 Stat 1183				
3 April 1939	Personnel of the Army of the United States, other than personnel of the Regular Army, if called to active duty in excess of 30 days and suffer disability or death in line of duty shall be entitled to the same pensions, compensation, retirement pay and hospital benefits as members of the Regular Army. Benefits to be administered by the Veterans Administration. (No real application to enlisted men because at this time there was no physical disability retirement law for RA enlisted men.)			
53 Stat 557				

Year and Statute	Army	Navy	Marine Corps	Air Force
13 June 1940	Regular Officers who served in any capacity in the Military or Naval forces prior to 12 November 1918, upon application, shall be retired with pay equal to 75% of active annual pay instead of at rate of 2 $\frac{1}{2}$ % multiplied by number of years service. On 30 June 1942, officers with less than 20 years service must have the application approved by the Secretary of War. Mandatory retirement of Brigadier Generals of the line at age 62, and of all other promotion list officers, with minor exceptions, at age 60.	---	---	---
54 Stat 380				
27 August 1940	---	Naval Reserve personnel ordered to active duty in excess of 30 days, who suffer disability or death in line of duty entitled to receive same pensions, compensation, retirement pay and hospital benefits as provided for Regular Naval personnel. (Benefits administered by the Navy rather than the VA and non-regular personnel remain on Navy retired list and have same status as Regular Navy Retired Personnel)	Marine Corps Reserve Personnel Same as Navy	---
54 Stat 864				

Year and Statute	Army	Navy	Marine Corps	Air Force
17 October 1940	Disability retirement extended to female nurses who served during World War I and continuously thereafter until 13 May 1926, and were separated prior to 20 June 1930, the date of the Nurse Corps disability retirement pay.	Same as Army	---	---
54 Stat 1192				
30 June 1941	Regular Army enlisted man with over 20 years service and become permanently incapacitated, placed on disability retired list with retired pay at 75% of the average pay he was receiving for the six months prior to retirement.	---	---	---
55 Stat 394				
24 July 1941	---	Regular officer or enlisted men of the Fleet Reserve who becomes disabled while serving under a temporary appointment in a higher rank shall be retired in the higher rank at the rate of the higher rank. All personnel advanced to a higher temporary status, who revert to permanent status and subsequently retire, placed on retired list in highest grade satisfactorily held with retired pay, unless otherwise provided, based on the rank or rating held at time of retirement.	---	---
55 Stat 603				

Year and Statute	Army	Navy	Marine Corps	Air Force
29 July 1941	<p>Army Vitalization Act removed inefficient officers. Less than seven years commissioned service, discharged. Over seven years service, retired with pay as follows: Over 30 years service and served prior to 12 November 1918, to receive pay equal to 75% of active pay. All other officers to receive retired pay computed at 2½% of active duty annual pay multiplied by number of years service not to exceed 30 years.</p>	---	---	---
55 Stat 606				
21 August 1941	<p>Warrant officers entitled to retirement under same conditions as commissioned officers, to include retirement after 15 years of active service.</p>	---	---	---
55 Stat 653				
26 September 1941	<p>Reserve officers, Army of the United States, ordered to active duty in excess of 30 days since 28 February 1925 for other than for service with the Civilian Conservation Corps, and are disabled from disease or injury contracted in line of duty, entitled to retirement pay and hospital benefits in the same manner as officers of the Regular Army.</p>	---	---	---
55 Stat 734				

QUALIFICATION

16 June 1942 Retired pay of any officer who served as a member of the Naval or Military forces of the United States prior to 12 November 1918, hereafter retired shall be 75% of his active duty pay.

56 Stat 368

29 June 1943

Any officer of the Army of the United States, including officers of the Regular Army, who becomes disabled while serving under a temporary appointment in a higher grade shall receive retirement pay or retired pay computed on the higher grade.

57 Stat 249

18 October 1943

Retired pay of any officer of the Army, retired between the dates of 29 June 1922 and January 1, 1923, who served in any capacity as a member of the Military or Naval forces of the United States prior to 12 November 1918, and who has not less than ten years' commissioned service, shall be 75% of his active duty pay.

57 Stat 571

6 October 1945

Enlisted man of Regular Army, upon completion of 20 and not more than 29 years active service may request transfer to the Enlisted Reserve Corps and be retired from the Regular Army with retired pay equal to 2½% of the (cont'd)

59 Stat 539

Year and Statute	Army	Navy	Marine Corps	Air Force
6 October 1945 (cont'd)	average annual pay he was receiving for the six months immediately preceeding retirement multiplied by the number of years of active service. Remains a member of the Enlisted Reserve Corps until his active service plus the period of his membership in the ERC equals thirty years.	---	---	---
59 Stat 539				
21 February 1946	---	Any officer of the Regular Navy or Reserve component thereof, upon completion of 20 years of active service, at least 10 years of which shall be active commissioned service may, upon application, be retired in the highest rank held with retired pay at 2½% of the active duty multiplied by the number of years service not to exceed 75%. Enlisted personnel who have been advanced to commissioned rank shall when subsequently retired, be advanced to the highest grade or rank held and receive retired pay based on this higher rank. Regular officers below the rank of Fleet Admiral upon reaching age 62 will be retired. (Amended Act of 24 July 1941.)	Same as Navy	---
60 Stat 27				

Year and Statute	Army	Navy	Marine Corps	Air Force
10 August 1946	---	Enlisted men transferred to the Fleet Reserve, shall upon completion of 30 years' service be transferred to the retired list of the Regular Navy, with retired pay legally entitled.	---	---
60 Stat 994				
16 April 1947	Established permanent Nurse Corps and Army Women's Medical Specialist Corps. Officers of Regular Army Component may retire after 20 years service with retired pay at 2½% of basic pay multiplied by years of service; Not to exceed 75%. Any officer reaching age 50 and below grade of major or reaching age 55 in the grade of major or above can be retired at the discretion of the Secretary of War with same retirement pay.	Established permanent Nurse Corps. Regular officers retired under same laws as members of the Staff Corps of the Navy except: upon attaining age 55 while in the rank of lieutenant commander or above, or upon reaching age 50 in the rank of lieutenant or below shall be retired. Retired pay computed in the same manner as for Army Nurses.	---	---
61 Stat 41				
26 July 1947	"National Security Act of 1947" Department of the Army established	"National Security Act of 1947."	"National Security Act of 1947."	"National Security Act of 1947." Establishment of the Department of the Air Force all retirement provisions of the Army are applicable to personnel of the Air Force.
61 Stat 495				

Year and Statute	Army	Navy	Marine Corps	Air Force
7 August 1947	"Officer Personnel Act of 1947". Permanent Major General retired upon reaching age 62. All other officers upon reaching age 60. If not eliminated sooner, or retired for specific reasons, Regular officers in the following permanent grades, if not selected for promotion will be retired as follows: major general 35 years service or 5 years in grade, whichever is later; brigadier general or colonel 30 years service or 5 years in grade whichever is later; lieutenant colonels 28 years service. Lieutenants, captains and majors, upon completion of 7, 14, and 21 years service, respectively and not selected for promotion will be retired or separated. Retired pay or severance pay the same as the Navy.	Rear Admirals, who have not been recommended for continuation after being twice considered will be retired. Other Regular officers, if twice failed of selection for promotion, shall be retired upon completion of the following years service: captain-31 years; commander 26 years, lieutenant commander-20 years; with retired pay at 2½% of the active duty base pay multiplied by the number of years service; not to exceed 75%. Lieutenants and lieutenants (junior grade) who twice fail of promotion will be separated with a lump sum payment of two months active duty pay for each years service - total not to exceed two years pay.	Same as Navy	Same as Army
61 Stat 795				
7 May 1948	Army Nurses receiving retired pay shall have their pay computed in the same manner as an officer of corresponding grade and length of service in the Regular Army.	Same as Army	---	---
62 Stat 211				

Year and Statute	Army	Navy	Marine Corps	Air Force
12 June 1948 62 Stat 356	<p>Women's Armed Services Integration Act extended to female members of the Armed Services with minor exceptions, the same retirement provisions which are in effect for male personnel, both in the regular and reserve forces.</p>	Same as Army	Same as Army	Same as Army
29 June 1948 62 Stat 1081	<p>Removal of Regular officers by "show, cause board" action. Retired if eligible for voluntary retirement; if not, honorable discharged with severance pay - one month's base pay multiplied by number of years service, total not to exceed one years base and longevity pay. Permitted retirement of Reserve officers with over 20 years of active Federal service; 10 years of which was commissioned. Permitted retirement in the highest temporary officer grade if held satisfactorily for six months. Raised number of years of service before requesting voluntary retirement from 15 to 20. Enlisted men, upon completion of 30 years service, advanced to highest grade satisfactorily held during period 9 September 1940 to 30 June 1946.</p>	-----	-----	Same as Army

Year and Statute	Army	Navy	Marine Corps	Air Force
29 June 1948	Establishment of Army (Air Force) of the United States Retired list and the United States Naval Reserve Retired list for reserve personnel upon reaching age 60 and satisfactorily completing 20 years service. Last eight years of qualifying service for retirement must have been service as a member of a reserve component. Voluntary - non-disability retirement. (Title III)	Same as Army	Same as Army	Same as Army
62 Stat 1087				
12 October 1949	"Career Compensation Act of 1949" established "Temporary Disability Retired List." Uniform disability retirement law for all personnel and relationship between degree of disability and retirement pay received. Disability severance pay computed at two month's basic pay for each years service to a maximum of two years basic pay for those who cannot qualify for retirement.	Same as Army	Same as Army	Same as Army
63 Stat 802				
9 July 1952	Armed Forces Reserve Act maintains fundamental retirement benefits and eligibility requirements established by previous legislation.	Same as Army	Same as Army	Same as Army
66 Stat 481				

Year and Statute	Army	Navy	Marine Corps	Air Force
8 August 1953	Uniformed Service Contingency Option Act provided for receipt of, upon retirement, a reduced amount of retired pay to provide an annuity for surviving widows and minor children. No change in retirement laws.	Same as Army	Same as Army	Same as Army
67 Stat 501				
21 August 1957	Nurses and Medical Specialist Act provided mandatory retirement for regular officer nurses and Medical Specialists under conditions comparable to those now existing for regular officers of the Womens Army Corps, Women of the Navy and Women of the Air Force as prescribed under the Women's Armed Services Integration Act of 1948.	Same as Army	---	Same as Army
71 Stat 375				
28 August 1958	Any enlisted man retired with credit for 30 years service is entitled to retired pay equal to 75% of the monthly basic pay authorized for the highest enlisted, warrant or commissioned grade in which he satisfactorily served during World War I.	Same as Army	Same as Army	Same as Army
72 Stat 940				

	Army	Navy	Marine Corps	Air Force
1959	---	"Navy Hump Bill" provided for the mandatory retirement of those captains/colonels and commanders/lieutenant colonels with the least potential before they reached the normal 30 and 26 year retirement points, respectively. Also receive a lump sum severance pay of \$2,000.00.	Same as Navy	---
Stat 33				
12 July 1960	Involuntary retirement of colonels and lieutenant colonels prior to reaching statutory retirement points when their performance did not equal the potential expected of them at the time of promotion. Those separated and not eligible for involuntary retirement are discharged with severance pay.	---		Same as Army
74 Stat 386				

OASD(M)
1 August 1961

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APPENDIX A

A.1 These additions were compiled by Presearch Incorporated to continue the legislative summary previously compiled by the OSD Actuary in 1960.

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Year and Statute	Army	Navy	Marine Corps	Air Force
30 September 1966 80 Stat 852	Authorized commissioning of males as nurses and medical specialists in regular component, with retirement provisions the same as for female counterparts.	Same as Army	Same as Army	Same as Army
8 November 1967 81 Stat 374	Liberalized female retirement provisions, permitting continuation on active duty of female reserve officers with 18-19 YOS until 20 YOS; separation of age 62 for female as well as male warrant officers; deferral of nurse and medical specialist majors until age 60; and elimination of 25 YOS limit for selected female reserve officers.	Same as Army, with additional provisions for mandatory retirement of regular Navy Nurse Corps officers as follows: Captain-30 YOS; Commander-26 YOS and not on promotion list; Lt. Commander-20 YOS and twice failed of selection for promotion; and Lieutenants (regular and junior grade)-13 and 7 YOS, respectively, and not on promotion list.	Same as Navy	Same as Army
30 December 1974	Involuntary discharge of 2nd Lieutenants, 1st Lieutenants, and Captains on regular component as needed during reductions in force-related if eligible, separated with severance pay if not. Does not apply to officers terminated for failure to selection for promotion. Regular officers within 2 yr of retired pay eligibility may not be discharged before that date without Secretary's approval.			

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Year and Statute	Army	Navy	Marine Corps	Air Force
2 September 1958 72 Stat 1436	Mandatory retirement of Reserve, Nurse Corps, and Medical Specialist Corps, officers for specified age or service limits, with limits increasing from age 50 to age 64 and from 25 to 35 YOS, depending on rank and promotion status. Provisions for continuation to 20 YOS to Reserve officers with 18 or 19 YOS who are affected by said limits.	Voluntary Retirement Reserve officers after 20 YOS, including at least 10 commissioned, upon approval of President, mandatory retirement limits of 20, 26, and 30 YOS for Lieutenant Commanders, Commanders, and Captains, respectively; retirement at age 62 for reserve officers above W-4 not otherwise affected, with deferral to 64 for admirals and those with 2 yr of 20 YOS.	Same as Navy	Same as Army
30 June 1960 74 Stat 264	Provisions for transfer of reserve officers to Retired Reserve, in higher grade if qualified, extended to nondisability age or YOS retirement transfer from National Guard to Reserve also provided for. Revision of age and service limits for mandatory retirement of reserve medical officers, and provisions for discretionary retention of above until 30 YOS or 60 yr of age.	Deferral for up to 5 yr of retirement or discharge of reserve Lieutenant Commanders and above due to YOS requirements as needed to maintain authorized officer strengths and mobilization requirements. Deferral of above officers also provided up to length of active service if needed to reach 20 YOS for retirement purposes.	Same as Navy	Same as Army, except deferral of retirement is up to 20 rather than 30 YOS

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Year and Statute	Army	Navy	Marine Corps	Air Force
4 March 1976 90 Stat 202	Secretary of Defense's approval required to Service Secretary's decision to retire, by reason of unfitness to perform duties, any officers 0-7 or higher or any officers in medical corps being processed for retirement due to age or YOS.	Same as Army	Same as Army	Same as Army

APPENDIX B
SUPPLEMENTARY FIGURES AND TABLES

INTRODUCTION

B.1 This appendix contains data, presented in both tabular and figure form, that are important to the overall findings and conclusions of this report and are representative of the many statistical information resources uncovered during the course of the analysis. Most of the data come from the files of the DoD Actuary (OASD(M&RA,L)); other sources include the Bureau of the Census, the Bureau of Labor Statistics, the U.S. Public Health Service, and various DoD offices. Wherever possible the statistics presented here are the latest available given the time and resource limitations placed on the study; newer and/or additional data may be available from the appropriate sources.

ORGANIZATION AND CONTENT

B.2 The information contained in this appendix has been organized into three consecutive sections. Tables B.1-B.17 and Figures B.1-B.13 present data pertaining to military retirement, including retirement rolls, rates, costs, projections, and other significant indicators. Tables B.18-B.27 and Figures B.14-B.15 present current and historical statistics on the active force, including the numbers, ages, experience, education, compensation, and other characteristics of active personnel. Finally, Tables B.28-B.31 and Figures B.16-B.18 present data on important civilian sector characteristics and trends, including population, income, unemployment, age, life expectancy, and mortality.

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TABLE B.1

NUMBER OF RETIRED MILITARY PERSONNEL BY YEAR, 1900-1971
(excludes honorary retirements)

Officers (Including Female Medical)							Enlisted (Including Fleet Reserve)				
Year	Total	Army	Navy	Marine Corps	Air Force	Veterans Admin.	Total	Army	Navy	Marine Corps	Air Force
1900	3,029	1,138	760	552	26		1,691	1,530	53	108	
01	3,127	1,185	784	573	28		1,742	1,760	75	107	
02	3,501	1,422	804	591	27		2,079	1,886	90	103	
03	3,693	1,463	836	601	26		2,230	2,018	105	107	
04	3,899	1,516	870	616	30		2,383	2,142	128	113	
1905	4,102	1,603	890	677	36		2,499	2,230	156	113	
06	4,250	1,696	918	701	37		2,594	2,317	173	104	
07	4,305	1,705	939	725	41		2,800	2,473	202	125	
08	4,826	1,759	970	750	45		3,061	2,647	240	174	
09	5,134	1,832	1,000	784	48		3,302	2,836	277	189	
1910	5,405	1,890	1,015	823	52		3,515	3,021	294	200	
11	5,680	1,928	1,007	869	56		3,752	3,222	320	210	
12	5,755	1,966	1,017	906	61		3,969	3,424	342	203	
13	6,210	2,027	1,030	932	66		4,183	3,589	371	223	
14	6,476	2,051	1,032	953	66		4,425	3,798	411	216	
1915	6,739	2,043	1,005	974	64		4,696	4,028	431	237	
16	6,911	2,063	1,017	983	63		4,848	4,154	472	222	
17	7,582	2,118	1,025	969	64		5,464	4,303	896	265	
18	8,151	2,073	1,083	988	62		6,078	4,460	1,348	270	
19	8,694	2,121	1,143	918	60		6,573	4,632	1,661	280	
1920	10,035	2,509	1,448	952	109		7,526	5,003	2,181	342	
21	11,296	2,813	1,661	1,026	126		8,483	5,384	2,688	411	
22	12,760	3,151	1,751	1,215	155		9,609	5,758	3,384	467	
23	17,189	3,759	2,275	1,312	172		13,426	6,237	6,476	713	
24	18,251	3,844	2,300	1,352	192		14,407	6,786	6,858	763	
1925	19,369	3,911	2,316	1,401	194		15,458	7,337	7,300	821	
26	20,950	4,041	2,354	1,484	203		16,917	7,706	8,296	915	
27	22,636	4,165	2,400	1,554	211		18,471	8,128	9,135	1,008	
28	23,941	4,346	2,522	1,603	221		19,595	8,443	10,069	1,078	
29	29,510	8,813	2,691	1,649	230	4,243	20,697	8,784	10,767	1,146	
1930	32,838	10,862	2,811	1,723	245	6,083	21,976	9,066	11,705	1,205	
31	34,438	11,418	2,953	1,844	257	6,364	23,020	9,211	12,557	1,252	
32	35,686	11,707	3,068	1,932	272	6,415	23,979	9,490	13,328	1,291	
33	36,667	11,721	3,220	2,151	343	6,007	24,946	9,599	14,014	1,333	
34	34,546	7,693	3,397	2,375	355	1,566	26,853	9,946	15,480	1,427	
1935	37,437	8,512	3,866	2,594	419	1,677	28,925	10,308	17,090	1,527	
36	40,149	9,095	4,021	2,732	491	1,811	31,094	10,517	18,337	1,640	
37	42,307	9,501	4,185	2,935	540	1,841	32,806	10,646	20,437	1,723	
38	44,517	9,867	4,309	3,153	574	1,831	34,650	10,771	22,075	1,804	
39	47,195	10,219	4,475	3,304	627	1,813	36,976	11,225	24,061	1,890	
1940	48,374	10,697	4,661	3,586	666	1,784	37,677	11,099	24,384	1,694	
41	50,433	11,580	4,755	3,783	669	2,617	38,613	11,302	25,811	1,500	
42	51,230	12,634	5,133	3,978	697	2,646	38,596	11,855	25,113	1,428	
43	50,532	13,001	5,453	4,110	675	2,762	37,531	12,456	23,761	1,312	
44	53,403	14,343	5,912	4,324	732	3,975	38,460	14,146	23,042	1,292	
1945	64,456	23,777	6,604	4,871	776	11,526	40,679	15,498	23,782	1,399	
46	65,532	30,075	7,812	5,761	1,031	23,471	47,457	18,170	27,538	1,749	
47	103,314	49,645	9,525	9,999	1,153	28,978	63,669	22,400	29,214	2,055	
48	119,311	57,433	10,467	12,974	1,628	32,166	61,878	26,067	33,389	2,422	
49	124,864	61,026	12,930	13,514	1,951	32,631	63,838	26,476	34,798	2,564	
1950	132,826	66,745	15,563	16,228	2,046	4/ 32,908	66,083	26,865	36,489	2,729	
51	135,498	70,841	17,169	21,135	2,135	8,198	64,657	23,572	32,815	2,873	5,392 ^b
52	143,107	73,294	18,577	24,238	2,238	8,576	69,813	25,680	34,308	3,591	5,934
53	155,092	76,891	19,931	24,429	2,429	9,006	79,001	28,003	39,297	4,250	7,451
54	169,574	81,382	19,602	21,477	2,668	9,803	88,192	29,684	44,854	5,069	8,585
1955	180,827	87,323	18,855	23,321	2,937	10,416	93,504	30,159	49,329	5,126	8,890
56	192,137	92,754	21,439	25,103	3,255	11,242	99,373	31,042	53,098	5,504	9,729
57	200,381	100,212	24,468	28,115	3,648	12,346	100,169	32,563	50,441	5,843	11,122
58	215,066	107,343	27,139	31,131	4,128	13,726	107,223	34,627	53,318	6,137	13,141
59	229,874	114,526	29,997	33,487	4,504	15,053	115,348	36,551	56,227	6,594	15,376
1960	255,089	122,373	31,353	39,361	4,913	16,752	132,716	38,963	65,569	7,976	20,208
61	291,268	136,405	36,868	38,130	5,400	20,693	154,683	44,473	74,389	9,173	26,643
62	326,687	147,997	42,407	40,259	5,965	24,385	178,590	50,593	81,945	10,501	33,591
63	379,619	163,424	48,664	42,622	6,247	29,461	215,215	64,549	93,856	11,594	40,216
64	431,608	178,818	49,287	45,502	7,176	35,794	252,790	77,329	103,587	13,202	58,672
1965	480,563	193,561	54,224	48,154	7,812	42,377	287,002	88,877	112,429	14,612	71,084
66	525,600	206,441	59,096	50,106	8,126	48,212	319,159	101,978	117,112	15,343	84,726
67	585,217	219,999	104,271	52,345	8,872	53,878	369,222	116,284	130,272	17,580	100,816
68	645,617	233,654	109,060	54,906	9,205	59,701	411,363	128,807	143,217	21,065	118,854
69	707,442	246,439	114,039	57,043	9,855	64,864	460,953	149,522	151,397	25,152	134,682
1970	765,535	264,059	119,291	60,352	10,644	73,135	501,476	162,697	158,697	28,548	151,534
71	823,212	281,134	125,291	61,664	11,625	80,237	541,818	172,362	167,032	31,130	171,094

1/ Figures are as of 30 June in each year, except that some of the figures for Navy and Marine Corps officers are as of 1 January.

2/ Emergency Officers Retired List (EWI), Reserve Officers Retired List (WRIT) and P.L. 362, 77th Congress. Responsibility for payment of retirement benefits to the Reserve Officers Retired List was transferred to the Army and Air Force effective 1 July 1950.

3/ Figures for 1910 and for 1917-1949, both inclusive, are wholly or partly estimated.

4/ Prior to 1 July 1950 the retired Air Force personnel are included in the Army figures.

5/ Estimated.

NOTE: Beginning with 1950, the figures represent the number of retired military personnel receiving retired pay. Prior to that date, the figures may include personnel not receiving retired pay, particularly during the 1940's. Honorary retirements are excluded in all cases, however.

DAWD(MARA)
Actuarial Consultant
July 15, 1972
(1,563)

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TABLE B.2

NUMBER OF RETIRED MILITARY PERSONNEL ON 30 JUNE 1905-1971, AND
THE NUMBER STILL RECEIVING RETIRED PAY ON 30 JUNE 1971

	DEPARTMENT OF DEFENSE			ARMY AND AIR FORCE			NAVY AND MARINE CORPS		
	TOTAL RECEIVING RETIRED PAY	RECEIVING RETIRED PAY 30 JUNE 1971	PERCENT	TOTAL RECEIVING RETIRED PAY	RECEIVING RETIRED PAY 30 JUNE 1971	PERCENT	TOTAL RECEIVING RETIRED PAY	RECEIVING RETIRED PAY 30 JUNE 1971	PERCENT
1905	4,102	6	0.1	3,120	6	0.2	982	0	0.
1906	4,250	9	0.2	3,235	8	0.2	1,015	1	0.1
1907	4,505	13	0.3	3,412	11	0.3	1,093	1	0.2
1908	4,826	17	0.4	3,617	12	0.3	1,209	5	0.4
1909	5,134	19	0.4	3,836	14	0.4	1,298	5	0.4
1910	5,405	20	0.4	4,036	14	0.3	1,369	6	0.4
1911	5,680	21	0.4	4,229	15	0.4	1,451	6	0.4
1912	5,955	26	0.4	4,441	18	0.4	1,514	8	0.5
1913	6,210	27	0.4	4,619	19	0.4	1,591	8	0.5
1914	6,476	29	0.4	4,830	20	0.4	1,646	9	0.5
1915	6,739	34	0.5	5,033	23	0.5	1,706	11	0.6
1916	6,911	43	0.6	5,171	24	0.5	1,740	19	1.1
1917	7,582	51	0.7	5,388	30	0.6	2,194	21	1.0
1918	8,151	54	0.7	5,543	31	0.6	2,608	23	0.9
1919	8,694	76	0.9	5,775	41	0.7	2,919	35	1.2
1920	10,035	139	1.4	6,451	89	1.4	3,584	50	1.4
1921	11,296	200	1.8	7,045	115	1.6	4,251	85	2.0
1922	12,760	253	2.0	7,519	136	1.8	5,241	117	2.2
1923	17,185	326	1.9	8,512	180	2.1	8,673	146	1.7
1924	19,251	360	2.0	9,086	198	2.2	9,165	162	1.8
1925	19,369	401	2.1	9,653	219	2.3	9,716	182	1.9
1926	20,958	434	2.1	10,060	239	2.4	10,898	195	1.8
1927	22,636	497	2.2	10,528	271	2.6	12,108	226	1.9
1928	23,941	542	2.3	10,970	292	2.7	12,971	250	1.9
1929	25,267	609	2.4	11,475	329	2.9	13,792	280	2.0
1930	26,755	721	2.7	11,877	372	3.1	14,878	349	2.3
1931	28,074	840	3.0	12,164	410	3.4	15,910	430	2.7
1932	29,271	945	3.2	12,538	455	3.6	16,733	490	2.9
1933	30,660	1,077	3.5	12,819	488	3.8	17,841	589	3.3
1934	32,980	1,305	4.0	13,343	535	4.0	19,637	770	3.9
1935	35,760	1,641	4.6	14,170	648	4.6	21,590	993	4.6
1936	38,338	1,925	5.0	14,538	715	4.9	23,800	1,210	5.1
1937	40,466	2,258	5.6	14,831	795	5.4	25,635	1,463	5.7
1938	42,686	2,728	6.4	15,080	909	6.0	27,606	1,819	6.6
1939	45,382	3,269	7.2	15,500	1,049	6.8	29,882	2,220	7.4
1940	46,590	4,269	9.2	15,760	1,174	7.4	30,830	3,095	10.0
1941	47,816	5,523	11.6	16,057	1,286	8.0	31,759	4,237	13.3
1942	48,564	6,394	13.2	17,188	1,651	9.6	31,376	4,743	15.1
1943	47,946	7,351	15.3	18,085	2,113	11.7	29,861	5,238	17.5
1944	50,866	10,312	20.3	21,496	4,287	19.9	29,370	6,025	20.5
1945	61,967	17,536	28.3	31,139	10,590	34.0	30,828	6,946	22.5
1946	83,090	31,716	38.2	47,011	22,622	48.1	36,079	9,094	25.2
1947	100,935	42,268	41.9	58,524	29,908	51.1	42,411	12,360	29.1
1948	117,008	49,389	42.2	66,397	35,015	52.7	50,611	14,374	28.4
1949	122,627	53,888	43.9	69,800	37,295	53.4	52,827	16,593	31.4
1950	130,649	59,097	45.2	73,157	40,039	54.7	57,492	19,058	33.1
1951	133,572	64,161	48.0	78,575	43,106	54.9	54,997	21,055	38.3
1952	141,397	69,751	49.3	82,787	46,461	56.1	58,610	23,290	39.7
1953	154,315	76,708	49.7	88,409	50,503	57.1	65,906	26,205	39.8
1954	167,742	85,678	51.1	93,674	55,156	58.9	71,068	30,522	41.2
1955	179,033	95,297	53.2	98,320	60,166	61.2	80,713	35,131	43.5
1956	190,462	106,948	56.2	103,502	65,186	63.0	86,960	41,762	48.0
1957	199,746	121,801	61.3	110,499	71,775	64.8	88,047	50,026	56.8
1958	213,557	138,745	65.0	118,833	79,164	66.6	94,724	59,581	62.9
1959	229,389	156,766	68.6	127,477	88,118	69.1	100,912	68,648	68.0
1960	253,695	183,337	72.3	139,276	100,750	72.3	114,419	82,587	72.2
1961	289,794	221,400	76.4	162,502	124,731	76.8	127,292	96,669	75.9
1962	325,481	259,705	79.8	184,771	147,834	80.0	140,710	111,871	79.5
1963	379,509	313,817	82.9	223,890	186,873	83.4	154,619	127,144	82.2
1964	430,549	368,815	85.7	261,082	225,901	86.5	169,467	142,914	84.3
1965	479,569	422,804	88.2	296,562	263,607	88.9	183,007	159,197	87.0
1966	524,699	477,687	91.0	334,012	305,367	91.4	190,687	172,320	90.4
1967	584,388	543,825	93.1	375,219	350,750	93.5	209,169	193,075	92.3
1968	644,855	611,622	94.8	416,442	398,918	95.3	228,413	214,704	94.0
1969	705,754	680,153	96.2	463,307	447,522	96.6	243,447	232,631	95.6
1970	764,898	753,821	98.6	506,657	500,524	98.8	258,241	253,297	98.1
1971	822,635	822,635	100.0	548,984	548,984	100.0	273,651	273,651	100.0

OASD(MANA)
Actuarial Consultant
July 25, 1972
(1,564)

PRESEARCH INCORPORATED

TABLE B.3
ANNUAL RETIREMENTS, 1954-1974, ALL MILITARY PERSONNEL

Year	Disability and Nondis- ability	Nondis- ability	Disability
1954	18,397	5,420	12,977
1955	17,206	7,866	9,340
1956	16,934	9,606	7,328
1957	18,429	11,904	6,525
1958	21,180	13,674	7,506
1959	21,290	14,029	7,261
1960	29,353	22,626	6,727
1961	42,034	35,198	6,836
1962	40,929	34,110	6,819
1963	57,629	49,166	8,463
1964	57,384	48,900	8,484
1965	55,772	46,635	9,137
1966	54,032	43,334	10,698
1967	67,003	54,404	12,599
1968	69,086	53,066	16,020
1969	71,344	48,986	22,358
1970	77,623	54,037	23,586
1971	79,252	58,924	20,328
1972	75,343	58,496	16,847
1973	74,123	61,884	12,239
1974	69,832	62,189	7,643

OASD (M&RA)
Actuarial Consultant
January 3, 1975 (1,839)
November 21, 1966 (1,090)
November 29, 1960

PRESEARCH INCORPORATED

TABLE B.4
ANNUAL RETIREMENTS, 1954-1974, ENLISTED PERSONNEL

Year	Total	Disability	Nondis- ability
1954	15,411	11,206	4,205
1955	13,069	7,950	5,119
1956	12,845	6,258	6,585
1957	12,611	5,450	7,161
1958	14,617	6,161	8,456
1959	15,512	5,953	9,559
1960	22,530	5,552	16,978
1961	29,148	5,472	23,676
1962	30,776	5,391	25,385
1963	43,310	6,857	36,453
1964	43,775	6,988	36,787
1965	41,900	7,322	34,578
1966	42,180	8,644	33,536
1967	54,123	10,492	43,631
1968	57,159	13,863	43,296
1969	59,011	19,736	39,275
1970	58,503	19,867	38,636
1971	62,964	17,033	45,931
1972	62,057	14,122	47,935
1973	60,290	10,165	50,125
1974	57,735	6,755	50,980

OASD (M&RA)
Actuarial Consultant
January 3, 1975 (1,839)
November 21, 1966 (1,090)
November 29, 1960

PRESEARCH INCORPORATED

TABLE B.5
ANNUAL RETIREMENTS, 1954-1974, OFFICER PERSONNEL

Year	Total	Disability	Nondis- ability
1954	2,986	1,771	1,215
1955	4,137	1,390	2,747
1956	4,091	1,070	3,021
1957	5,818	1,075	4,743
1958	6,563	1,345	5,218
1959	5,778	1,308	4,470
1960	6,823	1,175	5,648
1961	12,886	1,364	11,522
1962	10,153	1,428	8,725
1963	14,319	1,606	12,713
1964	13,609	1,496	12,113
1965	13,872	1,815	12,057
1966	11,852	2,054	9,798
1967	12,880	2,107	10,773
1968	11,927	2,157	9,770
1969	12,333	2,622	9,711
1970	19,120	3,719	15,401
1971	16,288	3,295	12,993
1972	13,286	2,725	10,561
1973	13,833	2,874	11,759
1974	12,097	888	11,209

OASD (M&RA)
Actuarial Consultant
January 3, 1975 (1,839)
November 21, 1966 (1,090)
November 29, 1960

PRESEARCH INCORPORATED

TABLE B.6
RETIREMENTS FROM ACTIVE DUTY AS A PERCENTAGE OF
AVERAGE STRENGTH, FY 1955-1974

FISCAL YEAR	TOTAL			OFFICERS			ENLISTED		
	AVERAGE STRENGTH	RETIREMENTS PERCENT	AVERAGE STRENGTH	RETIREMENTS PERCENT	AVERAGE STRENGTH	RETIREMENTS PERCENT	AVERAGE STRENGTH	RETIREMENTS PERCENT	AVERAGE STRENGTH
1955	3,151,960	0.54	352,156	4,137	1.17	2,009,804	13,069	0.47	
1956	2,075,529	0.59	356,117	4,091	1.15	2,519,412	12,043	0.51	
1957	2,791,711	0.66	348,036	5,110	1.67	2,443,675	12,611	0.52	
1958	2,651,385	0.80	331,337	6,563	1.98	2,330,648	14,617	0.63	
1959	2,552,997	0.83	322,217	5,778	1.79	2,230,780	15,512	0.70	
1960	2,475,455	1.19	316,351	6,823	2.16	2,159,104	22,530	1.04	
1961	2,470,526	1.70	314,397	12,886	4.10	2,164,129	29,148	1.35	
1962	2,712,743	1.51	329,982	10,153	3.08	2,382,761	30,776	1.29	
1963	2,689,958	2.14	334,123	14,319	4.23	2,355,835	43,310	1.84	
1964	2,679,817	2.14	334,665	13,609	4.06	2,344,352	43,775	1.87	
1965	2,654,703	2.10	339,721	13,872	4.08	2,314,382	41,900	1.81	
1966	2,842,637	1.98	338,408	11,852	3.50	2,504,229	42,100	1.68	
1967	3,245,263	2.04	362,636	12,880	3.55	2,922,627	54,123	1.85	
1968	3,424,441	2.02	401,699	11,927	2.97	3,022,742	57,159	1.89	
1969	3,454,545	2.07	417,237	12,333	2.96	3,037,308	59,011	1.94	
1970	3,281,479	2.37	409,106	19,120	4.67	2,872,373	58,503	2.04	
1971	2,879,318	2.75	388,675	16,288	4.19	2,490,643	62,964	2.53	
1972	2,499,611	3.01	356,632	13,286	3.71	2,142,379	62,057	2.90	
1973	2,312,435	3.21	328,753	13,833	4.21	1,983,682	60,290	3.04	
1974	2,193,758	3.18	309,464	12,097	3.91	1,884,294	57,735	3.86	

QASD (MURA)
Actuarial Consultant
December 30, 1975
(1,940)

PRESEARCH INCORPORATED

TABLE B.7A
DISABILITY RETIREMENT RATES, FY 1957-1963

FISCAL YEAR	TOTAL			OFFICER			ENLISTED		
	Average Strength	Disability Retirements	Rate Per 1000	Average Strength	Disability Retirements	Rate Per 1000	Average Strength	Disability Retirements	Rate Per 1000
DEPARTMENT OF DEFENSE									
1957	2,781,711	6,525	2.35	348,036	1,075	3.09	2,433,675	5,450	2.24
1958	2,661,985	7,506	2.82	331,337	1,345	4.06	2,330,648	6,161	2.64
1959	2,552,997	7,261	2.84	322,217	1,308	4.06	2,230,780	5,953	2.67
1960	2,475,455	6,727	2.72	316,351	1,175	3.71	2,159,104	5,552	2.57
1961	2,478,526	6,836	2.76	314,397	1,364	4.34	2,164,129	5,472	2.53
1962	2,712,743	6,819	2.51	359,982	1,428	4.33	2,352,761	5,391	2.26
1963	2,689,958	8,463	3.15	334,123	1,606	4.81	2,355,835	6,857	2.91
TOTAL	18,353,375	50,137	2.73	2,296,443	9,301	4.05	16,056,932	40,836	2.54
ARMY									
1957	1,001,817	2,252	2.25	116,851	384	3.29	884,966	1,868	2.11
1958	916,944	2,729	2.91	106,902	519	4.85	810,042	2,210	2.66
1959	886,263	2,268	2.56	102,709	418	4.07	783,554	1,850	2.36
1960	869,007	1,974	2.27	101,034	377	3.73	767,973	1,597	2.08
1961	870,874	2,140	2.46	100,540	520	5.17	770,334	1,620	2.10
1962	1,015,137	2,242	2.21	110,306	498	4.51	905,431	1,744	1.93
1963	973,510	2,743	2.82	109,219	516	4.72	864,291	2,227	2.58
TOTAL	6,554,152	16,348	2.49	747,561	3,232	4.32	5,806,591	13,116	2.26
NAVY									
1957	668,218	1,568	2.35	72,518	233	3.21	595,700	1,335	2.24
1958	643,723	1,686	2.62	72,152	291	4.03	571,571	1,395	2.44
1959	630,668	2,001	3.17	70,312	360	5.12	560,356	1,641	2.93
1960	611,291	1,733	2.83	68,591	257	3.75	542,700	1,476	2.72
1961	619,484	1,926	3.08	68,627	253	3.69	550,857	1,653	3.00
1962	649,270	1,870	2.88	71,593	306	4.27	577,677	1,564	2.71
1963	656,899	1,997	3.04	74,033	331	4.47	582,866	1,666	2.86
TOTAL	4,479,553	12,761	2.85	497,826	2,031	4.08	3,981,727	10,730	2.69
MARINE CORPS									
1957	200,106	581	2.90	17,295	76	4.39	182,811	505	2.76
1958	193,851	529	2.73	16,709	44	3.23	177,142	475	2.68
1959	185,695	640	3.46	16,253	81	4.98	169,442	559	3.31
1960	172,482	622	3.61	16,004	85	5.31	156,478	537	3.43
1961	175,433	540	3.08	15,940	89	5.58	159,493	471	2.93
1962	186,814	571	3.06	16,173	97	6.00	170,641	474	2.78
1963	189,899	651	3.43	16,821	114	6.78	173,078	537	3.10
TOTAL	1,303,640	4,134	3.17	115,195	596	5.17	1,188,445	3,538	2.98
AIR FORCE									
1957	911,570	2,124	2.33	141,372	382	2.70	770,198	1,742	2.26
1958	887,467	2,562	2.89	135,574	481	3.55	751,893	2,081	2.77
1959	851,011	2,352	2.76	132,943	449	3.38	718,068	1,903	2.65
1960	822,675	2,398	2.91	130,722	456	3.49	691,953	1,942	2.81
1961	812,735	2,250	2.77	129,290	502	3.88	683,445	1,748	2.56
1962	860,922	2,136	2.48	131,910	527	4.00	729,012	1,609	2.21
1963	869,650	3,072	3.53	134,090	645	4.81	735,560	2,427	3.30
TOTAL	6,016,030	16,894	2.81	935,861	3,442	3.68	5,080,169	13,452	2.65

OASD (MERA)
Actuarial Consultant
December 13, 1963

PRESEARCH INCORPORATED

TABLE B.7B
DISABILITY RETIREMENT RATES, FY 1961-1975

FISCAL YEAR	TOTAL			OFFICERS			ENLISTED		
	AVERAGE STRENGTH	DISA- BILITY RETIRE- MENTS	RATE PER 1000	AVERAGE STRENGTH	DISA- BILITY RETIRE- MENTS	RATE PER 1000	AVERAGE STRENGTH	DISA- BILITY RETIRE- MENTS	RATE PER 1000
DEPARTMENT OF DEFENSE									
1961	2,478,525	6,336	2.75	314,397	1,366	4.36	2,164,129	5,472	2.53
1962	2,712,743	6,819	2.51	329,382	1,428	4.33	2,382,761	5,391	2.26
1963	2,689,958	4,463	3.15	334,123	1,606	4.81	2,355,835	6,057	2.51
1964	2,681,817	8,484	3.15	336,855	1,436	4.44	2,344,962	6,988	2.98
1965	2,654,703	9,137	3.44	339,721	1,815	5.36	2,314,982	7,322	3.10
1966	2,342,637	10,898	3.78	338,408	2,454	7.25	2,004,229	8,664	3.55
1967	3,295,263	12,599	3.84	362,636	2,167	5.95	2,932,627	10,432	3.55
1968	3,424,441	16,020	4.68	401,599	2,157	5.37	3,022,742	13,863	4.59
1969	3,454,545	22,340	6.47	417,237	2,622	6.28	3,037,308	19,718	6.49
1970	3,281,479	23,586	7.19	409,106	3,719	9.09	2,872,373	19,867	6.92
1971	2,379,318	20,329	7.46	388,675	3,235	8.46	2,490,643	17,033	6.84
1972	2,449,611	16,847	6.74	396,632	2,725	7.04	2,142,979	16,122	6.39
1973	2,312,435	12,239	5.29	328,753	2,074	6.31	1,983,682	10,169	5.12
1974	2,193,754	7,643	3.48	309,464	888	2.87	1,884,290	6,755	3.58
1975	2,134,478	7,949	3.72	296,778	857	2.89	1,837,700	7,092	3.86
ARMY									
1961	870,874	2,140	2.46	100,580	520	5.17	770,334	1,620	2.10
1962	1,015,737	2,242	2.21	110,306	498	4.51	905,431	1,744	1.93
1963	973,510	2,743	2.82	109,219	516	4.72	864,291	2,227	2.58
1964	966,100	2,434	2.52	108,613	442	4.06	857,487	1,992	2.32
1965	961,566	2,149	2.23	111,795	402	3.60	849,771	1,747	2.05
1966	1,004,779	2,287	2.24	112,816	438	3.88	891,963	1,849	2.08
1967	1,361,454	3,389	2.48	127,500	517	4.05	1,234,454	2,872	2.32
1968	1,483,435	4,622	3.12	158,373	593	3.78	1,325,062	4,029	3.04
1969	1,505,800	8,914	5.92	169,338	990	5.86	1,336,762	7,924	5.93
1970	1,427,195	9,636	6.75	168,012	1,463	8.71	1,259,183	8,173	6.49
1971	1,233,704	9,799	7.94	159,340	1,473	9.25	1,074,364	8,320	7.75
1972	951,323	7,408	7.79	137,080	1,410	10.29	814,243	5,998	7.37
1973	835,612	4,790	5.74	118,958	992	8.34	716,654	3,796	5.30
1974	743,381	2,711	3.66	109,027	386	3.52	634,354	2,327	3.65
1975	774,443	2,789	3.60	103,525	332	3.21	670,918	2,457	3.66
NAVY									
1961	519,484	1,906	3.09	68,627	253	3.69	450,857	1,653	3.66
1962	649,273	1,970	2.88	71,593	306	4.27	577,677	1,664	2.71
1963	656,899	1,397	2.04	74,033	331	4.47	582,866	1,066	2.86
1964	658,589	2,001	3.04	75,371	311	4.13	583,218	1,690	2.90
1965	661,878	1,885	2.82	77,195	284	3.68	584,683	1,601	2.74
1966	710,123	1,947	2.74	77,734	267	3.43	632,389	1,700	2.69
1967	742,906	2,218	2.99	80,338	292	3.63	662,568	1,926	2.91
1968	747,810	2,367	3.16	81,933	266	3.25	665,877	2,101	3.13
1969	754,567	2,818	3.73	85,681	293	3.42	668,886	2,525	3.77
1970	727,505	3,195	4.39	82,464	357	4.33	645,042	2,838	4.40
1971	691,084	2,528	3.66	77,217	468	6.06	613,867	2,060	3.35
1972	608,171	2,738	4.50	74,396	319	4.29	533,775	2,413	4.50
1973	575,563	2,131	3.70	71,481	234	3.27	504,082	1,897	3.76
1974	549,846	1,378	2.50	68,328	136	1.99	481,518	1,242	2.58
1975	541,539	2,191	4.05	66,088	94	1.42	475,451	2,097	4.41
MARINE CORPS									
1961	175,433	540	3.08	15,940	39	2.45	159,493	451	2.83
1962	186,814	571	3.06	16,173	97	6.00	170,641	474	2.78
1963	189,899	651	3.43	16,821	114	6.78	173,078	537	3.10
1964	199,533	675	3.39	17,889	89	5.21	172,644	589	3.42
1965	189,163	585	3.09	17,175	59	3.44	171,988	526	3.06
1966	226,491	711	3.22	17,537	51	2.91	208,954	660	3.20
1967	277,905	1,556	5.60	22,174	107	4.83	255,731	1,443	5.67
1968	297,638	3,131	10.52	23,758	120	5.04	273,880	3,011	11.00
1969	311,716	5,007	16.06	24,858	191	7.68	286,858	4,816	16.79
1970	295,339	4,684	15.85	25,235	251	9.92	270,104	4,433	16.41
1971	234,354	2,652	11.32	23,272	264	11.34	211,082	2,388	11.31
1972	201,594	1,667	8.27	20,508	146	7.12	181,086	1,521	8.40
1973	197,698	1,233	6.24	19,349	150	7.75	178,349	1,083	6.07
1974	191,044	1,079	5.65	18,763	104	5.54	172,281	975	5.66
1975	193,321	967	5.00	18,429	93	5.05	174,892	874	5.00
AIR FORCE									
1961	812,735	2,250	2.77	129,230	562	4.38	683,505	1,748	2.56
1962	860,922	2,136	2.48	131,910	527	4.00	729,012	1,689	2.31
1963	869,688	3,072	3.53	134,058	645	4.81	735,630	2,427	3.30
1964	867,595	3,371	3.89	135,592	654	4.82	732,003	2,717	3.71
1965	840,036	4,538	5.40	133,556	1,070	8.01	706,480	3,468	4.91
1966	842,244	5,753	6.83	136,321	1,388	10.04	711,923	4,365	6.14
1967	986,404	5,436	5.51	132,524	1,131	8.59	753,880	4,305	5.72
1968	995,566	5,920	5.95	137,505	1,173	8.52	758,061	4,747	6.26
1969	882,462	5,601	6.35	137,668	1,148	8.34	744,802	4,453	5.98
1970	831,379	6,071	7.30	133,335	1,668	12.36	698,044	4,423	6.34
1971	760,176	5,349	7.04	126,246	1,084	8.65	633,930	4,265	6.75
1972	746,523	5,034	6.74	124,648	958	7.70	621,875	4,104	6.61
1973	704,156	4,385	6.23	118,955	938	7.90	585,201	3,447	5.90
1974	669,487	1,975	2.95	113,366	264	2.33	556,121	1,711	3.08
1975	625,175	2,002	3.20	108,728	338	3.11	516,447	1,664	3.22

OASD (M&RA)
Actuarial Consultant
February 10, 1976
(1952) (1,952)

PRESEARCH INCORPORATED

TABLE B.8
PERCENT DISTRIBUTION BY AGE OF MILITARY PERSONNEL RECEIVING RETIRED PAY
SELECTED YEARS, 1949-1968

Age Group	1949	1953	1958	1963	1964	1965	1966	1967	1968
Under 30	5.8	7.5	4.3	1.6	1.5	1.2	1.3	1.5	1.5
30-39	16.2	15.7	10.0	6.2	5.7	4.9	5.1	5.5	6.1
40-49	32.5	25.2	31.5	46.2	47.7	48.1	47.6	45.7	43.7
50-59	26.1	28.3	27.9	24.6	24.7	25.9	27.0	28.5	30.3
60-69	14.5	17.3	19.4	15.3	14.5	14.1	13.4	13.3	13.1
70 and over	4.9	6.0	6.8	6.1	5.8	5.8	5.6	5.4	5.3
Total (%)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total (N)	126,141	154,315	213,557	379,209	430,549	479,569	524,700	584,388	644,855

OASD (M&RA)
Actuarial Consultant
November 19, 1969 (1,308)
June 11, 1969 (1,281)

PRESEARCH INCORPORATED

TABLE B.9

AVERAGE AGE AT RETIREMENT FOR MILITARY PERSONNEL RECEIVING
RETIRED PAY ON 30 JUNE 1972 BY FISCAL YEAR OF RETIREMENT

FISCAL YEAR RETIRED	ALL RETIREMENTS			NON-DISABILITY RETIREMENTS			DISABILITY RETIREMENTS		
	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED
1972	40.7	45.8	39.6	42.5	46.3	41.7	34.3	43.9	32.2
1971	40.7	45.9	39.3	42.9	46.3	41.9	33.6	43.9	31.3
1970	41.2	46.8	39.2	43.6	47.2	42.2	34.1	45.1	31.6
1969	40.6	46.6	39.2	42.6	47.0	41.5	34.8	45.1	33.1
1968	41.3	46.9	39.9	42.5	47.1	41.3	36.1	46.0	34.1
1967	42.3	47.1	41.0	43.0	47.2	41.9	38.3	46.9	36.1
1966	43.1	46.8	41.9	43.6	46.8	42.5	40.5	46.6	38.6
1965	43.2	46.2	42.1	43.7	46.1	42.8	39.9	46.3	37.7
1964	43.1	45.8	42.1	43.6	45.8	42.8	39.2	45.9	37.0
1963	43.4	45.8	42.4	43.8	45.8	43.0	40.1	46.6	37.7
1962	42.9	45.9	41.6	43.5	45.9	42.4	38.6	46.1	35.8
1961	42.7	45.3	41.1	43.3	45.2	42.8	38.1	45.8	35.2
1960	42.2	45.9	40.6	43.0	46.0	41.6	37.2	45.2	34.2
1959	42.1	45.7	40.0	44.3	46.0	43.2	34.9	44.5	32.2
1958	42.1	45.5	39.8	44.3	45.7	43.2	34.3	43.6	31.4
1957	42.2	45.6	39.6	44.4	45.9	43.2	33.0	42.8	30.4
1956	40.8	45.4	38.1	44.0	45.9	42.6	31.9	42.4	29.3
1955	41.1	46.7	37.1	45.5	47.7	43.3	32.2	42.7	28.5
1954	40.0	46.1	36.7	45.7	48.3	44.2	31.3	41.5	27.4
1953	39.2	45.5	36.3	46.9	49.2	45.5	31.6	40.3	28.5
1952	36.4	44.1	33.5	46.6	49.3	45.1	30.6	39.6	27.9
1951	38.5	45.5	34.9	47.7	49.6	46.0	31.0	39.2	28.3
1950	43.9	45.6	42.6	45.9	48.4	44.3	35.9	38.6	31.2
1949	44.3	43.9	44.7	45.9	47.9	44.7	38.8	37.9	44.2
1948	41.2	39.2	45.3	46.4	47.9	45.4	35.8	35.0	44.9
1947	39.4	37.6	45.5	46.5	47.7	45.8	35.0	34.6	45.4
1946	34.8	33.3	45.2	45.7	46.5	45.2	33.1	32.4	45.1
1945	34.2	32.1	46.1	47.5	52.2	47.8	33.1	32.0	45.3
1944	38.1	33.7	46.1	47.6	49.4	47.2	36.0	32.9	45.3
1943	42.8	38.8	46.7	48.5	49.0	48.2	39.3	35.7	45.1
1942	45.1	44.8	45.3	48.0	50.4	46.7	41.4	40.1	42.9
1941	44.3	44.3	44.3	45.2	46.9	44.9	41.0	40.4	41.5
1940	45.2	46.0	44.9	45.7	46.4	45.3	43.5	45.6	41.1
1939	45.3	44.3	46.1	46.6	46.0	46.9	41.0	41.9	38.3
1938	45.6	45.3	45.9	47.0	47.2	46.8	41.2	42.1	38.5
1937	44.4	43.2	45.4	45.7	44.6	46.3	40.4	41.2	37.9
1936	42.9	42.7	43.1	44.8	46.0	44.2	39.3	39.3	36.9
1935	42.3	40.8	43.9	44.8	45.0	44.7	38.6	38.6	38.6

* FEWER THAN 5 PERSONS STILL RECEIVING RETIRED PAY

WARNING: the average ages are not for all persons retired in the year specified, but only those still receiving retired pay.

PRESEARCH INCORPORATED

TABLE B.10
AVERAGE AGE AT RETIREMENT FROM ACTIVE DUTY
BY PAY GRADE, FY 1976

PAY GRADE	NON-DISABILITY RETIREMENTS					DISABILITY RETIREMENTS				
	JUD	ARMY	NAVY	MARINES	AIR FORCE	DUU	ARMY	NAVY	MARINES	AIR FORCE
U-10	59.5	59.5								
U-9	54.1	54.5	53.8	54.5	53.8	56.5	56.5	59.5		59.5
U-8	53.1	53.0	53.7	53.5	51.0	53.5	47.5			
U-7	50.9	50.8	50.5	52.8	50.3	51.5	47.5		47.9	49.1
U-6	49.5	50.0	49.5	49.2	48.9	50.4	51.9	45.0	45.6	46.7
U-5	44.9	44.0	45.1	44.0	45.3	45.0	44.4	45.5		
U-4	42.1	41.1	43.1	41.1	42.3	40.4	39.4	41.8	41.3	41.3
U-3	40.3	38.7	39.7	41.0	40.4	33.5	32.7	32.4	38.9	31.9
U-2	39.5	57.5	39.5	37.7		28.1	28.4	27.2	33.8	26.2
U-1						24.7	25.8		23.5	24.5
M-4	40.0	45.0	40.4		51.2	47.3	47.3			
M-3	40.9	41.1	40.0			42.1	42.7	40.7		
M-2	40.1	40.1	38.5			38.0	38.3	34.5		
M-1	37.5	37.5				32.2	32.2			
OFFICERS	44.4	44.2	44.5	42.7	44.9	39.4	39.0	40.0	39.5	39.5
E-9	44.7	45.3	41.0	44.7	45.8	45.3	40.2	42.8	45.7	45.0
E-8	41.6	41.9	40.0	40.3	42.7	42.0	41.9	43.1	40.9	40.0
E-7	40.3	41.0	39.3	38.9	40.5	40.1	40.9	39.5	38.5	40.1
E-6	39.5	41.0	38.8	38.9	39.4	35.0	34.2	37.1	32.8	37.3
E-5	39.7	41.7	39.5	40.7	39.3	28.1	27.4	28.7	25.4	30.2
E-4	41.1	41.9	41.4	43.5	39.1	23.1	22.9	23.0	22.0	23.8
E-3	42.7	42.5		50.2	39.2	21.5	21.2	22.6	21.3	21.2
E-2	44.8	44.8		50.5	39.5	20.6	20.6	20.5	20.2	20.7
E-1						20.3	21.2	20.2	20.0	20.2
ENLISTED	40.6	41.6	39.3	40.3	40.5	28.0	27.7	28.9	26.1	28.5
TOTAL	41.3	42.2	40.2	40.9	41.2	29.2	29.0	29.7	27.2	30.3

OASD (M&RA) MPP
Actuarial Consultant
September 27, 1977
(2,097)

PRESEARCH INCORPORATED

TABLE B.11
AVERAGE AGE OF MILITARY PERSONNEL RECEIVING RETIRED PAY
BY PAY GRADE, AS OF 30 JUNE 1973

PAY GRADE	NON-DISABILITY RETIREMENTS					DISABILITY RETIREMENTS				
	ROD	ARMY	NAVY	MARINES	AIR FORCE	ROD	ARMY	NAVY	MARINES	AIR FORCE
0-10	69.7	70.8	70.8	68.0	65.2	67.3	66.5	70.2	64.5	65.9
0-9	67.6	68.6	68.8	66.0	63.4	66.9	63.2	69.1	66.7	64.7
0-8	67.3	69.5	68.1	66.2	62.6	67.1	68.6	69.1	67.3	63.7
0-7	66.4	67.6	75.1	64.6	60.7	67.5	70.7	74.6	66.2	62.7
0-6	59.3	61.3	60.8	56.9	56.2	62.2	64.2	65.0	58.6	58.4
0-5	54.3	55.3	55.2	52.5	53.3	62.9	60.0	61.3	54.6	55.6
0-4	53.0	54.9	54.4	52.0	50.7	57.4	60.3	58.7	54.3	53.4
0-3	57.2	58.4	59.8	51.4	53.4	54.6	56.2	55.8	48.5	50.8
0-2	60.0	59.5	64.3	55.6	56.6	53.9	55.0	53.7	47.8	52.1
0-1	59.7	62.8	63.5	57.7	55.7	55.1	56.4	55.2	48.6	52.1
M-4	56.2	56.2	57.0	59.8	54.4	56.3	56.2	57.5	58.8	55.5
M-3	53.2	51.3	56.6	59.3	56.1	55.2	53.5	58.0	60.2	56.4
M-2	57.2	50.3	63.4	57.0	59.1	55.1	45.4	64.5	58.6	60.1
M-1	59.7	60.3	60.2	58.7	58.4	58.4	58.5	63.5	58.7	54.7
OFFICERS	55.6	56.1	58.1	54.2	53.3	56.8	57.8	59.1	52.2	54.6
E-9	49.9	50.4	49.4	48.0	50.2	51.6	51.7	51.1	49.8	52.0
E-8	48.0	48.3	48.7	44.2	48.5	49.9	49.6	50.3	46.0	51.0
E-7	51.0	50.9	53.2	46.2	49.3	52.8	52.7	56.0	47.0	51.6
E-6	48.3	50.2	49.3	44.5	46.2	47.2	47.6	47.1	40.4	47.8
E-5	49.1	53.6	49.2	44.1	46.9	41.5	40.2	40.0	35.2	44.7
E-4	51.2	57.0	49.3	47.8	49.3	34.4	33.2	35.5	34.1	34.1
E-3	52.1	57.0	51.1	45.0	53.4	34.6	35.6	35.7	34.8	30.8
E-2	53.8	56.9	51.3	47.8	48.7	31.1	37.4	34.1	35.8	31.6
E-1	50.4	54.6	52.0	37.0	49.9	40.7	40.7	30.5	30.5	33.6
ENLISTED	49.6	50.7	51.3	45.5	47.9	44.0	43.9	43.9	37.9	46.0
TOTAL	51.2	52.4	52.8	47.8	49.3	49.3	51.2	48.9	41.3	49.2

EXCLUDES RETIREMENTS UNDER TITLE III (10 USC 1331)

This table is for all persons receiving retired pay on June 30, 1973, except Title III.

OASD (M&RA) MPP
Actuarial Consultant
May 20, 1974
(1,749)

PRESEARCH INCORPORATED

TABLE B.12
AVERAGE YEARS OF ACTIVE SERVICE AT THE TIME OF
RETIREMENT FROM ACTIVE DUTY
BY PAY GRADE, FY 1974

PAY GRADE	NON-DISABILITY RETIREMENTS					DISABILITY RETIREMENTS				
	DOO	ARMY	NAVY	MARINES	AIR FORCE	DOO	ARMY	NAVY	MARINES	AIR FORCE
C-10	33.1	30.5	30.5		35.8	31.5		30.5		32.0
O-9	34.3	36.1	30.5	35.0	33.2	32.7	37.5	30.5		32.5
O-8	32.0	33.9	30.5	34.0	31.7	28.2	27.8	30.5	30.5	27.8
O-7	30.9	30.8	30.5	34.0	30.7	29.2	30.3	29.1	29.2	27.7
O-6	29.2	30.1	29.5	29.8	28.0	24.2	23.0	26.9	23.4	24.1
O-5	23.7	23.5	25.7	23.1	23.3	18.9	13.4	20.8	17.3	17.4
O-4	22.6	22.3	24.6	22.0	20.8	10.1	11.3	12.4	8.0	7.5
O-3	24.6	20.0	25.1	21.1	21.8	5.4	5.4	5.2	3.9	4.5
O-2	26.0	33.8	20.9		29.6	2.9	3.4	3.3	1.5	2.3
O-1	30.5				30.5					
M-4	27.6	27.1	30.0	27.4	30.0	28.6	28.5	29.5	22.3	
M-3	22.8	22.7	23.4	22.2		22.6	22.8	20.5		
M-2	21.8	21.7	23.2	21.5		16.6	15.6			
M-1	22.5	22.5				14.0		14.0		
OFFICERS	25.0	25.0	26.3	25.1	24.0	19.2	19.6	21.2	15.6	13.1
E-9	26.3	27.9	24.5	25.7	26.3	27.0	23.3	25.6	26.4	26.8
E-8	23.7	24.0	23.1	21.5	24.4	23.9	24.2	24.8	21.7	24.3
E-7	22.2	22.5	21.6	20.8	22.4	21.6	21.4	21.9	19.9	22.8
E-6	21.2	21.6	20.6	20.6	21.2	17.1	16.9	16.7	13.8	19.6
E-5	20.8	21.6	20.6	20.5	20.8	9.6	9.3	9.4	6.2	13.2
E-4	20.8	21.5	20.5	20.5	20.5	3.9	3.5	4.4	3.6	4.0
E-3	21.4	21.5	21.5	20.5	20.5	2.3	1.3	2.8	2.9	2.0
E-2	21.1	22.5	20.0	20.5	20.5	1.5	1.3	1.6	2.1	1.0
E-1	20.8	21.5		20.5	20.5	1.6	2.3	1.2	1.6	.9
ENLISTED	22.2	23.0	21.5	21.6	22.2	10.1	10.8	9.3	7.3	11.7
TOTAL	22.7	23.4	22.4	22.2	22.4	11.3	12.2	10.6	8.3	12.5

YEARS OF SERVICE FOR PAY PURPOSES IS USED WHEN YEARS OF ACTIVE SERVICE IS UNAVAILABLE

OASD (M&RA)
Actuarial Consultant
December 20, 1974
(1,831)

PRESEARCH INCORPORATED

TABLE B.13
NUMBER OF RETIRED PERSONNEL RECEIVING RETIRED PAY 30 JUNE 1976
AND THE ANNUAL AMOUNT OF RETIRED PAY
BY AGE AND TYPE OF RETIREMENT

AGE GROUP	TOTAL			NON-DISABILITY			DISABILITY		
	NUMBER	ANNUAL AMOUNT	AVG. AMT.	NUMBER	ANNUAL AMOUNT	AVG. AMT.	NUMBER	ANNUAL AMOUNT	AVG. AMT.
UND 20	222	\$ 585	\$ 2,635				222	\$ 585	\$ 2,635
20-24	5,957	15,904	2,669				5,957	15,904	2,669
25-29	11,544	26,850	2,325				11,544	26,850	2,325
30-34	9,492	28,841	3,038	17	181	10,647	9,475	28,660	3,024
35-39	32,097	161,364	5,027	25,088	134,184	5,348	7,009	27,180	3,877
40-44	163,231	947,686	5,805	150,749	890,367	5,906	12,482	57,319	4,592
45-49	240,515	1,493,823	6,210	218,076	1,381,186	6,333	22,439	112,637	5,019
50-54	190,739	1,341,559	7,033	170,808	1,206,101	7,061	19,931	135,458	6,796
55-59	193,893	1,532,791	7,905	163,975	1,294,206	7,892	29,918	238,585	7,974
60-64	121,313	870,801	7,178	104,028	732,784	7,044	17,285	138,017	7,984
65-69	65,227	446,281	6,841	56,372	375,017	6,652	8,855	71,264	8,047
70-74	33,813	229,331	6,782	28,582	187,782	6,569	5,231	41,549	7,942
75-79	16,664	111,935	6,717	13,456	87,451	6,499	3,208	24,484	7,632
80-84	8,124	60,216	7,412	6,349	43,396	6,835	1,775	16,820	9,476
85-89	2,670	20,319	7,610	2,083	13,804	6,626	587	6,515	11,098
90+	683	5,505	8,060	524	3,542	6,759	159	1,963	12,345
TOTAL	1,096,184	\$ 7,293,791	\$ 6,653	940,107	\$ 6,350,001	\$ 6,754	156,077	\$ 943,790	\$ 6,846

OASD (MRA&L) MPP
Actuarial Consultant
August 16, 1977
(2,072)

PRESEARCH INCORPORATED

TABLE B.14

EXPENDITURES FOR VETERANS BENEFITS AND SERVICES BY VETERANS ADMINISTRATION AGENCIES, 1790-1970 (\$,000)

Year	Expenditures from general and special fund appropriations and trust, deposit, and working funds													Expenditures from general and special fund appropriations	
	Total expenditures	Compensation and pension	Insurance and service benefits	Residual benefits							Medical, hospital, and domiciliary services	Hospital and domiciliary services	Administration and other benefits	Total	Transfers to insurance trust funds
				Education and training	Veterans' readjustment	Unemployment and other employment services	Loan guaranty	Medical, hospital, and domiciliary services	Medical, hospital, and domiciliary services	Medical, hospital, and domiciliary services					
	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918
Total	194,354,831	94,418,801	25,348,218	21,509,199	2,509,252	2,804,878	1,006,094	3,588,283	6,439,876	24,258,296	1,562,119	6,329,846	174,768,800	7,628,965	
1790	10,122,477	5,233,840	1,169,481	991,443	41,643			248,981	180,403	153,928	1,748,422	74,606	292,605	8,305,064	11,281
1791	9,025,846	4,546,432	1,068,437	881,095	39,949			282,958	208,546	139,655	1,515,913	67,872	222,448	7,307,778	9,790
1792	8,425,437	4,319,104	1,063,336	844,490	22,733			223,990	208,36	144,228	1,415,932	49,863	204,967	7,290,646	4,968
1793	8,003,104	4,292,634	1,043,099	836,597	19,196			248,873	181,64	155,364	1,228,705	60,035	194,051	6,913,666	9,044
1794	7,325,223	4,308,564	967,999	787,999	30,588			278,028	182,432	141,686	1,229,254	52,464	179,689	6,410,840	1,256
1795	6,987,530	4,042,144	793,139	727,621	37,442			263,928	171,794	118,278	1,181,512	78,994	178,123	6,150,021	8,910
1796	6,586,474	3,900,203	697,751	644,119	11,737			255,514	227,289	112,536	1,119,811	68,575	172,446	5,608,229	8,527
1797	6,425,437	3,814,439	930,873	88,209	3,243			309,520	244,332	104,737	1,071,790	69,170	174,540	5,666,233	8,520
1798	6,329,104	3,682,598	882,259	142,537	10,236			254,993	232,377	102,998	1,022,323	53,008	173,320	5,636,930	8,251
1799	6,636,028	3,568,386	1,068,544	227,254	11,637			159,685	286,271	96,241	978,048	51,435	179,917	5,567,531	9,229
1800	6,215,278	3,314,781	831,760	392,581	17,910			121,829	312,777	89,088	912,967	58,684	174,788	5,389,378	11,229
1801	6,129,139	3,253,527	794,131	474,029	22,107			120,933	303,971	81,222	880,787	45,145	178,456	5,343,711	12,228
1802	6,348,131	3,062,211	761,073	496,415	28,994			80,029	228,688	63,189	823,963	32,904	171,627	5,205,341	15,570
1803	6,533,871	2,823,586	696,676	78,277	30,538			60,123	130,219	58,915	768,076	28,342	168,739	4,884,204	19,998
1804	6,448,038	2,748,589	609,013	786,308	33,124			48,062	108,118	58,726	760,409	28,382	176,344	4,801,386	19,941
1805	6,170,788	2,634,293	724,089	664,614	40,770			28,631	125,128	51,000	696,750	32,510	173,105	4,683,177	31,160
1806	5,075,188	2,450,518	869,579	544,119	22,107			44,549	117,709	51,537	712,528	51,043	198,163	4,332,922	73,477
1807	5,313,738	2,278,307	737,373	667,808	37,588			66,843	92,760	63,509	662,558	59,133	201,244	4,334,229	42,568
1808	5,869,841	2,105,973	1,110,192	325,403	27,902			78,334	87,278	53,287	662,683	112,011	235,772	4,244,187	204,444
1809	5,363,879	2,038,988	607,104	1,343,341	178,873			40,932	68,530	59,084	608,084	108,678	270,661	4,356,428	44,568
1810	5,278,338	1,909,482	3,108,987	2,586,728	272,292	138,191		58,671		41,222	592,082	151,532	310,156	6,627,667	474,648
1811	5,387,584	1,891,231	401,484	2,703,623	223,209	509,927		40,338		40,700	374,178	124,023	387,251	6,660,350	89,154
1812	5,340,507	1,820,683	478,932	2,188,364	323,212	677,236		44,354		39,730	519,727	16,380	392,597	6,497,581	144,458
1813	5,972,073	1,731,973	328,211	2,125,292	221,147	1,447,916		75,493		44,009	415,813	153,880	430,943	7,470,600	353,278
1814	5,382,777	1,515,488	340,584	360,581	45,067	1,006,709		5,229		18,007	512,816	158,572	4,425,901	1,289,296	
1815	5,140,029	1,322,535	173,938	8,693	8,548	23,512				21,744	101,611	15,801	52,650	2,064,648	1,139,498
1816	5,075,188	1,248,564	168,392		4,850					10,077	98,041	4,851	98,041	743,586	1,260
1817	6,119,744	1,442,260	15,508							8,093	86,623	2,703	406,933	38,492	
1818	6,442,917	1,331,254	16,518							49,974	91,973	4,048	15,123	588,799	4,413
1819	6,132,732	1,114,4	9,588							9,888	78,448	9,888	17,398	563,013	1,836
1820	6,667,611	1,289,138	87,899							16,899	74,097	15,828	16,732	587,996	2,516
1821	5,997,461	1,164,704	70,985							14,048	69,661	10,958	19,140	554,175	2,760
1822	6,667,299	1,092,789	111,727							20,737	66,628	9,547	16,174	581,923	2,431
1823	5,811,426	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1824	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1825	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1826	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1827	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1828	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1829	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1830	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1831	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1832	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1833	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1834	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1835	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1836	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1837	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1838	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1839	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1840	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1841	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1842	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1843	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1844	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1845	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1846	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1847	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1848	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1849	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1850	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1851	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1852	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1853	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1854	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1855	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1856	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1857	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1858	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1859	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1860	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1861	5,828,611	796,036	114,866							29,957	64,154	8,964	17,450	575,232	2,448
1862	5,828,611	796,													

PRESEARCH INCORPORATED

TABLE B.15

AVERAGE YEARS OF RETIRED LIFETIME FOR RETIRED MILITARY PERSONNEL

AGE	NON-DISABILITY OFF. ENL.	PERMANENT DISABILITY OFF. ENL.	TEMPORARY DISABILITY OFF. ENL.	AGE	NON-DISABILITY OFF. ENL.	PERMANENT DISABILITY OFF. ENL.
15		25.99	16.19	63	16.50	13.54
16		26.76	16.88	64	15.80	12.93
17		27.37	17.08	65	15.12	12.34
18		27.85	17.26	66	14.45	11.77
19		28.24	17.43	67	13.80	11.22
20		28.54	17.57	68	13.17	10.69
21		28.75	17.69	69	12.56	10.19
22		28.87	17.79	70	11.96	9.70
23		28.91	17.86	71	11.38	9.23
24		29.01	17.90	72	10.82	8.78
25		29.14	17.91	73	10.28	8.36
26		29.25	17.95	74	9.75	7.95
27		29.34	17.98	75	9.25	7.56
28		29.40	18.00	76	8.76	7.20
29		29.43	18.01	77	8.29	6.85
30		29.46	18.02	78	7.84	6.52
31		29.48	18.03	79	7.41	6.20
32		29.49	18.04	80	7.01	5.90
33		29.50	18.05	81	6.62	5.62
34		29.51	18.06	82	6.26	5.36
35	40.15	36.44	22.72	83	5.92	5.10
36	39.23	35.51	22.72	84	5.59	4.86
37	38.30	34.58	22.66	85	5.28	4.62
38	37.38	33.65	22.33	86	4.98	4.38
39	36.47	32.73	22.14	87	4.70	4.14
40	35.56	31.81	21.93	88	4.43	3.91
41	34.65	30.90	21.69	89	4.17	3.67
42	33.75	29.99	21.44	90	3.93	3.44
43	32.86	29.10	21.19	91	3.69	3.22
44	31.97	28.20	20.92	92	3.47	3.01
45	31.08	27.32	20.64	93	3.25	2.81
46	30.20	26.45	20.34	94	3.04	2.63
47	29.33	25.58	20.03	95	2.84	2.45
48	28.46	24.72	19.70	96	2.64	2.28
49	27.60	23.88	19.36	97	2.45	2.10
50	26.75	23.05	19.00	98	2.25	1.93
51	25.90	22.22	18.64	99	2.06	1.75
52	25.06	21.41	18.26	100	1.87	1.58
53	24.22	20.62	17.87	101	1.68	1.42
54	23.40	19.84	17.46	102	1.50	1.24
55	22.58	19.07	17.05	103	1.33	1.05
56	21.78	18.32	16.62	104	1.17	0.87
57	20.99	17.58	16.19	105	0.98	0.50
58	20.21	16.86	15.76	106	0.83	
59	19.44	16.16	15.35	107	0.50	
60	18.68	15.48	14.90	108		
61	17.94	14.81	14.50	109		
62	17.21	14.17	14.02			

NOTE-- THE VALUES GIVEN FOR TEMPORARY DISABILITY ARE FOR AN INDIVIDUAL RETIRING AT THAT AGE. FOR ALL OTHER CATEGORIES, THE VALUES ARE THE EXPECTATIONS FOR A RETIREE HAVING ATTAINED THAT GIVEN AGE, REGARDLESS OF HIS AGE AT RETIREMENT.

OASD (MERA)
Actuarial Consultant
May 5, 1971
(1,435)

PRESEARCH INCORPORATED

TABLE B.16

DEPARTMENT OF DEFENSE MILITARY RETIREMENT SYSTEM--ALL SERVICES

FISC YEAR	NEW RETIREMENTS	TERMINATIONS	NET INCREASE FOR YEAR	END YEAR TOTALS	-----FLOW OF RETIRED PERSONNEL-----				-----SUMMARY OF DISBURSEMENTS AT END OF FISCAL YEAR-----			
					NO PAY OR PRICE INCREASE	PRICE INCREASE ONLY	PAY INCREASE ONLY	PAY AND PRICE INCREASE				
1975	47,290	20,790	26,498	1,096,251	7,293,792	7,293,792	7,293,792	7,293,792				
1976	47,689	21,909	25,776	1,122,749	7,486,281	7,476,989	7,500,935	7,493,976				
1977	48,414	22,918	25,496	1,148,023	7,678,457	8,277,385	7,730,629	8,330,801				
1978	48,656	23,926	24,729	1,174,023	7,873,163	8,790,541	7,979,702	8,901,985				
1979	49,767	24,948	24,816	1,198,752	8,063,039	9,312,018	8,244,648	9,504,386				
1980	48,763	26,045	22,718	1,223,568	8,258,657	9,851,752	8,539,567	10,152,929				
1981	46,787	27,203	19,584	1,243,070	8,441,296	10,390,501	8,842,047	10,825,615				
1982	45,777	28,377	17,401	1,260,471	8,606,455	10,922,652	9,146,083	11,516,269				
1983	46,795	29,558	17,237	1,277,708	8,757,108	11,449,359	9,455,762	12,228,676				
1984	45,745	30,754	15,009	1,292,717	8,894,164	11,972,097	9,772,592	12,964,049				
1985	47,022	31,966	15,057	1,307,774	9,025,674	12,495,904	10,109,908	13,735,791				
1986	50,046	33,195	16,851	1,324,625	9,160,084	13,029,085	10,483,846	14,500,191				
1987	51,961	34,434	17,527	1,342,152	9,300,977	13,574,292	10,903,299	15,447,691				
1988	52,048	35,676	16,372	1,358,524	9,441,271	14,123,627	11,359,378	16,309,689				
1989	56,530	36,923	19,607	1,378,131	9,572,194	14,667,051	11,837,251	17,371,937				
1990	58,595	38,167	20,428	1,398,559	9,710,612	15,226,400	12,385,613	18,444,142				
1991	58,553	39,403	19,150	1,417,709	9,861,139	15,787,398	12,981,121	19,584,471				
1992	54,279	40,601	13,678	1,431,387	10,002,728	16,332,905	13,591,212	20,760,772				
1993	53,637	41,762	11,875	1,443,262	10,157,011	16,839,431	14,165,533	21,921,433				
1994	52,451	42,470	9,981	1,453,243	10,216,191	17,324,715	14,746,367	23,107,252				
1995	51,977	43,952	8,025	1,461,268	10,259,752	17,806,914	15,334,669	24,310,513				
1996	54,656	45,445	9,211	1,470,503	10,314,958	18,224,966	15,934,428	25,558,596				
1997	54,301	46,932	7,369	1,477,872	10,365,781	18,665,371	16,622,102	26,904,958				
1998	54,521	47,828	6,693	1,484,565	10,407,133	19,090,802	17,355,165	28,316,772				
1999	53,413	48,670	4,743	1,489,308	10,444,162	19,494,223	18,117,434	29,778,497				
2000	53,946	49,441	4,505	1,493,813	10,473,391	19,880,015	18,928,136	31,310,092				
2001	53,374	50,151	3,223	1,497,036	10,493,100	20,243,320	19,775,752	32,901,025				
2002	53,303	50,789	2,514	1,499,550	10,502,284	20,581,232	20,653,970	34,545,663				
2003					10,507,028	20,891,547	21,557,731	36,239,501				
2004						21,179,721	22,511,552	38,008,059				

NEW RETIREMENTS EXCLUDE VA HAWKERS, DUAL COMPENSATION, ETC.

NEW RETIREMENT RATE GIVEN BY THE 1965 MULTIPLE DECREMENT TABLE.

BASIC DYNAMIC ASSUMPTIONS

WAGE GROWTH IS ASSUMED TO INCREASE BY 1.0500 ANNUALLY.

RETIRED PAY GROWTH RATE IS ASSUMED TO INCREASE BY 1.0400 ANNUALLY.

ADDITIONAL DYNAMIC ASSUMPTIONS

THE NEW RETIREMENT RATE GIVEN BY THE 1965 MULTIPLE DECREMENT TABLE IS INCREASED/DECREASED BY A FACTOR OF 1.0000.
 TOTAL ACTIVE DUTY FORCE IS ASSUMED TO INCREASE/DECREASE ANNUALLY BY 1.0100 FROM ITS INITIAL BASE
 OF 2,070,011 TO 2,154,061 OVER FIVE YEARS AND THEN REMAIN CONSTANT FOR THE REMAINING 25 YEARS.

PRESEARCH INCORPORATED

TABLE B.17

PROJECTED NUMBER OF RETIRED MILITARY PERSONNEL, ANNUAL RETIRED PAY,
AND PAST SERVICE COSTS
(no. of persons in thousands, amounts in \$millions)

FISCAL YEAR	AVERAGE NUMBER	ANNUAL AMOUNT	PAST SERVICE COSTS				FISCAL YEAR	AVERAGE NUMBER	ANNUAL AMOUNT	PAST SERVICE COSTS			
			TOTAL	ACTIVE OR INACTIVE	RETIRED					TOTAL	ACTIVE OR INACTIVE	RETIRED	
1975	1,008	6,266	164,468	73,329	91,139	2015	1,469	10,094	190,446	71,273	119,173		
1976	1,044	6,543	167,170	72,764	94,402	2016	1,467	10,085	190,399	71,240	119,159		
1977	1,079	6,810	169,677	72,372	97,305	2017	1,466	10,077	190,356	71,198	119,158		
1978	1,110	7,053	171,999	72,037	99,962	2018	1,464	10,070	190,318	71,149	119,169		
1979	1,139	7,306	174,173	71,775	102,398	2019	1,463	10,063	190,285	71,104	119,181		
1980	1,167	7,537	176,199	71,621	104,578	2020	1,462	10,056	190,255	71,070	119,185		
1981	1,193	7,760	178,045	71,356	106,689	2021	1,461	10,050	190,231	71,041	119,190		
1982	1,217	7,973	179,746	71,251	108,495	2022	1,460	10,045	190,210	71,022	119,188		
1983	1,239	8,169	181,331	71,362	109,969	2023	1,460	10,039	190,192	71,018	119,174		
1984	1,259	8,348	182,803	71,592	111,211	2024	1,459	10,034	190,179	71,028	119,151		
1985	1,276	8,514	184,162	71,951	112,211	2025	1,459	10,030	190,171	71,050	119,121		
1986	1,291	8,667	185,426	72,384	113,042	2026	1,458	10,026	190,168	71,072	119,096		
1987	1,306	8,813	186,601	72,704	113,897	2027	1,458	10,023	190,167	71,094	119,073		
1988	1,322	8,963	187,845	72,616	115,229	2028	1,458	10,021	190,169	71,120	119,049		
1989	1,341	9,123	188,529	72,190	116,339	2029	1,458	10,020	190,173	71,148	119,025		
1990	1,359	9,277	189,281	71,861	117,420	2030	1,458	10,019	190,179	71,179	119,000		
1991	1,377	9,421	189,990	71,388	118,512	2031	1,458	10,019	190,185	71,206	118,979		
1992	1,392	9,551	190,394	71,164	119,230	2032	1,458	10,019	190,191	71,228	118,963		
1993	1,406	9,660	190,768	70,990	119,778	2033	1,458	10,020	190,199	71,248	118,951		
1994	1,419	9,752	191,052	70,991	120,061	2034	1,458	10,021	190,204	71,272	118,932		
1995	1,429	9,825	191,277	71,147	120,130	2035	1,459	10,022	190,211	71,299	118,912		
1996	1,437	9,886	191,443	71,233	120,210	2036	1,459	10,023	190,217	71,313	118,904		
1997	1,446	9,945	191,547	71,184	120,363	2037	1,459	10,025	190,222	71,317	118,905		
1998	1,453	10,000	191,598	71,091	120,507	2038	1,459	10,026	190,225	71,316	118,909		
1999	1,460	10,047	191,605	71,071	120,534	2039	1,459	10,028	190,227	71,310	118,917		
2000	1,465	10,082	191,581	71,093	120,488	2040	1,459	10,029	190,227	71,301	118,926		
2001	1,470	10,110	191,522	71,082	120,440	2041	1,459	10,030	190,226	71,289	118,937		
2002	1,473	10,131	191,443	71,115	120,328	2042	1,459	10,031	190,223	71,274	118,949		
2003	1,476	10,144	191,348	71,158	120,190	2043	1,459	10,032	190,220	71,257	118,963		
2004	1,478	10,150	191,250	71,267	119,983	2044	1,459	10,032	190,216	71,241	118,975		
2005	1,478	10,149	191,155	71,419	119,736	2045	1,459	10,032	190,211	71,225	118,986		
2006	1,479	10,145	191,071	71,500	119,571	2046	1,458	10,032	190,206	71,210	118,996		
2007	1,478	10,142	190,987	71,531	119,456	2047	1,458	10,032	190,200	71,195	119,005		
2008	1,478	10,139	190,907	71,541	119,365	2048	1,458	10,031	190,195	71,182	119,013		
2009	1,477	10,135	190,829	71,523	119,306	2049	1,458	10,031	190,189	71,170	119,019		

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Actuarial Consultant
May 23, 1975
(1,904)

THIS ASSUMES NO FUTURE PAY OR PRICE INDEX INCREASES

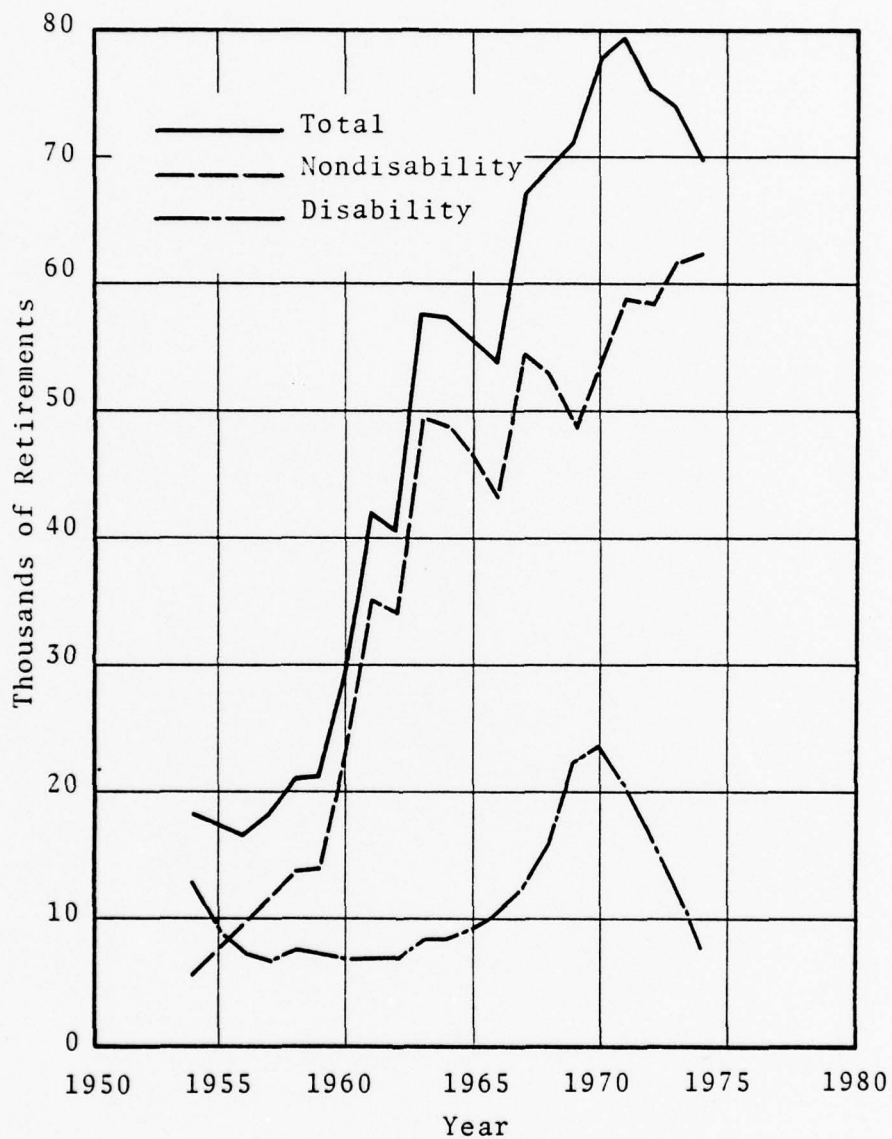


FIGURE B.1
ANNUAL RETIREMENTS -- ALL MILITARY PERSONNEL,
1954-1974

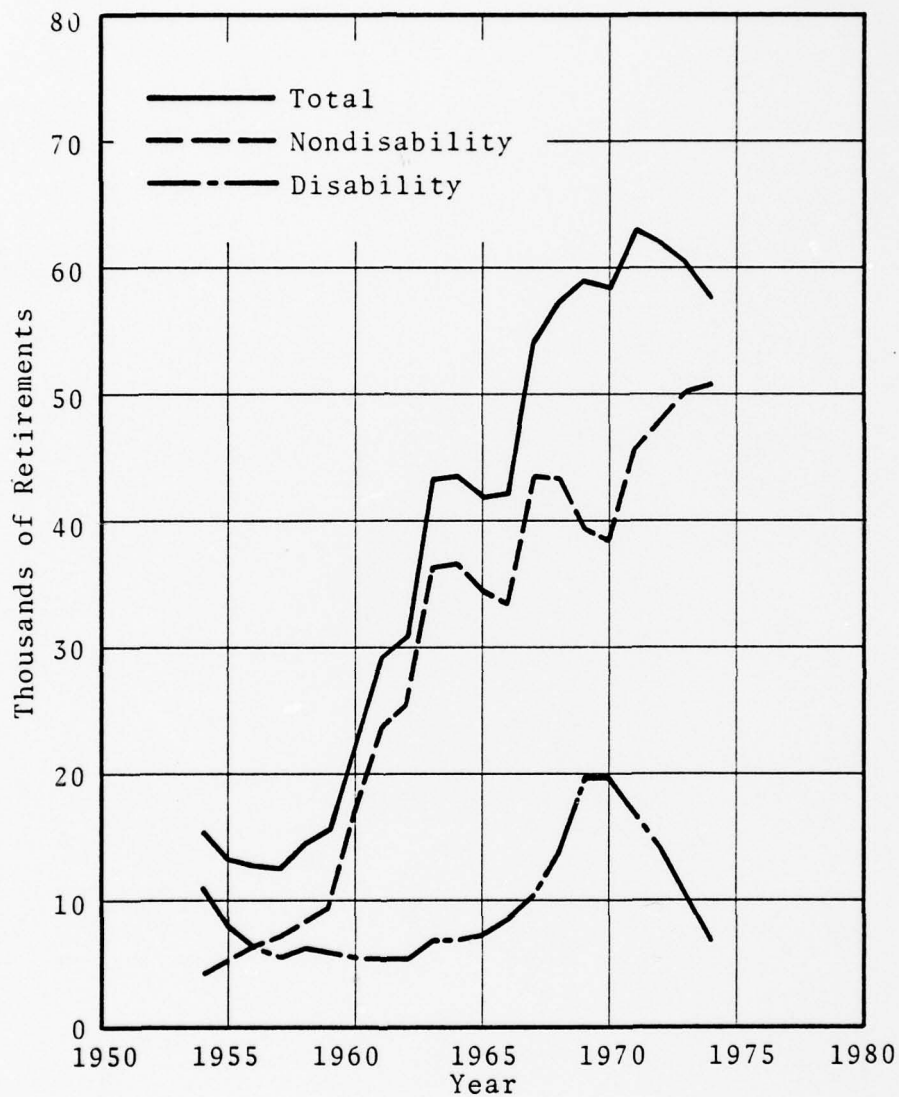


FIGURE B.2
ANNUAL RETIREMENTS -- ENLISTED PERSONNEL,
1954-1974

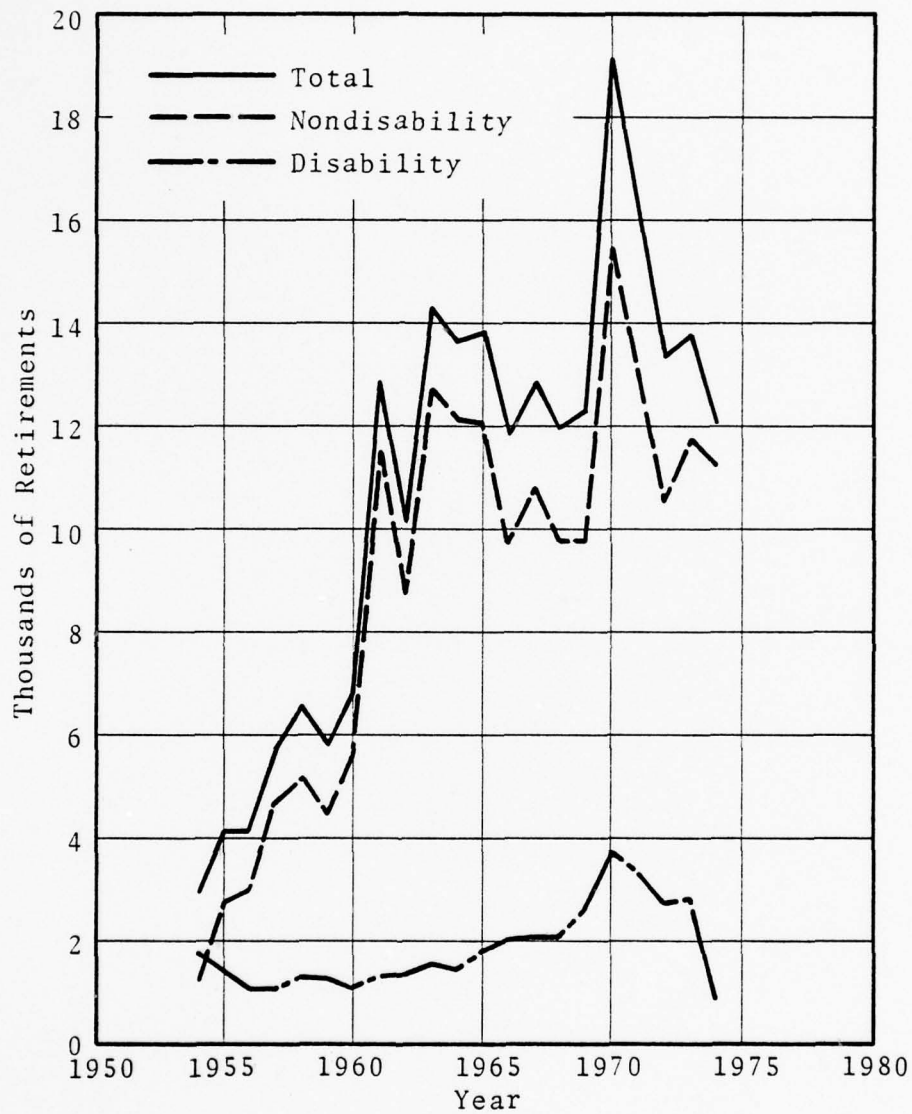


FIGURE B.3
ANNUAL RETIREMENTS -- OFFICER PERSONNEL ,
1954-1974

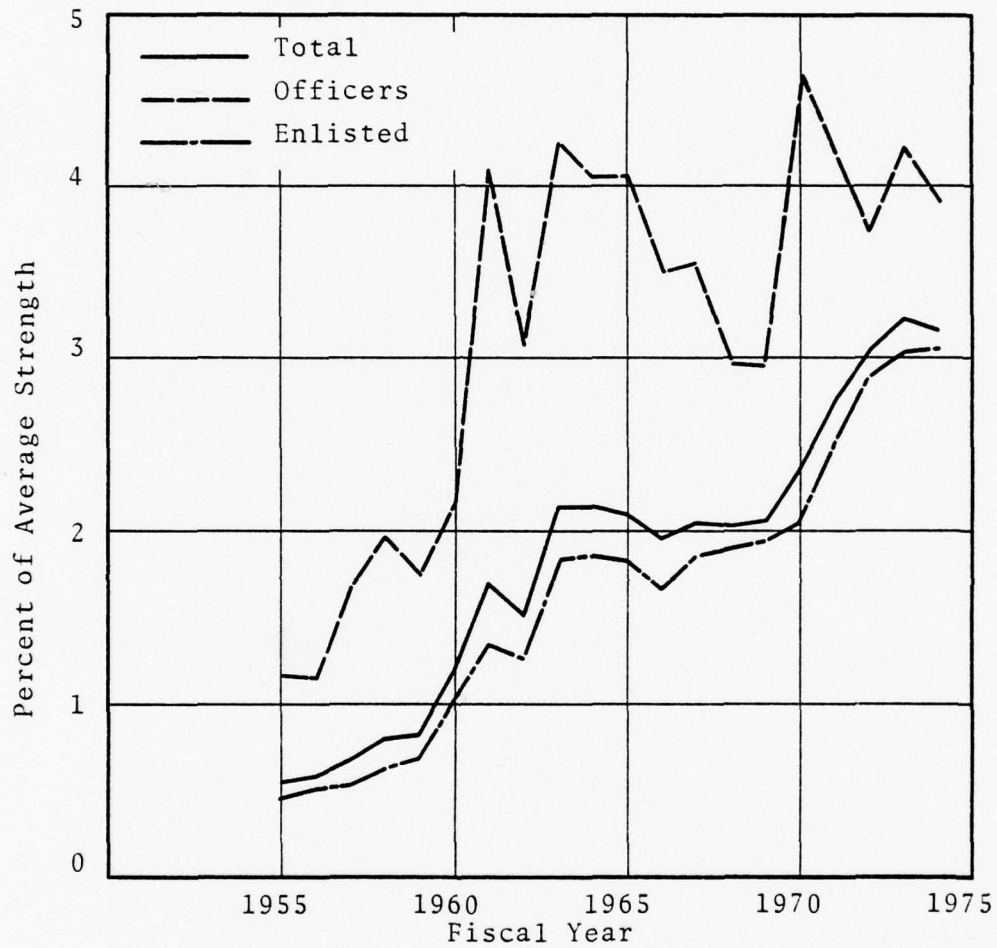


FIGURE B.4
RETIREMENTS FROM ACTIVE DUTY AS A
PERCENTAGE OF AVERAGE STRENGTH,
FY 1955-1974

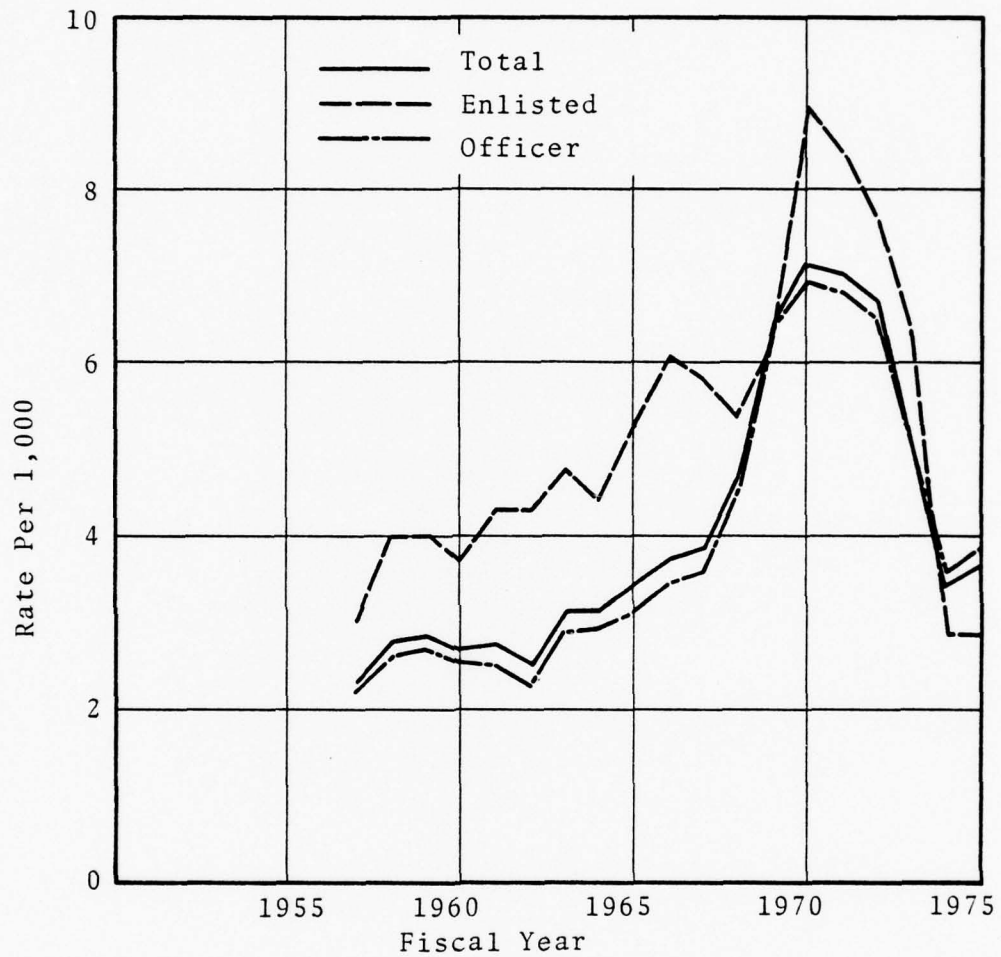


FIGURE B.5
DISABILITY RETIREMENT RATES,
FY 1957-1975

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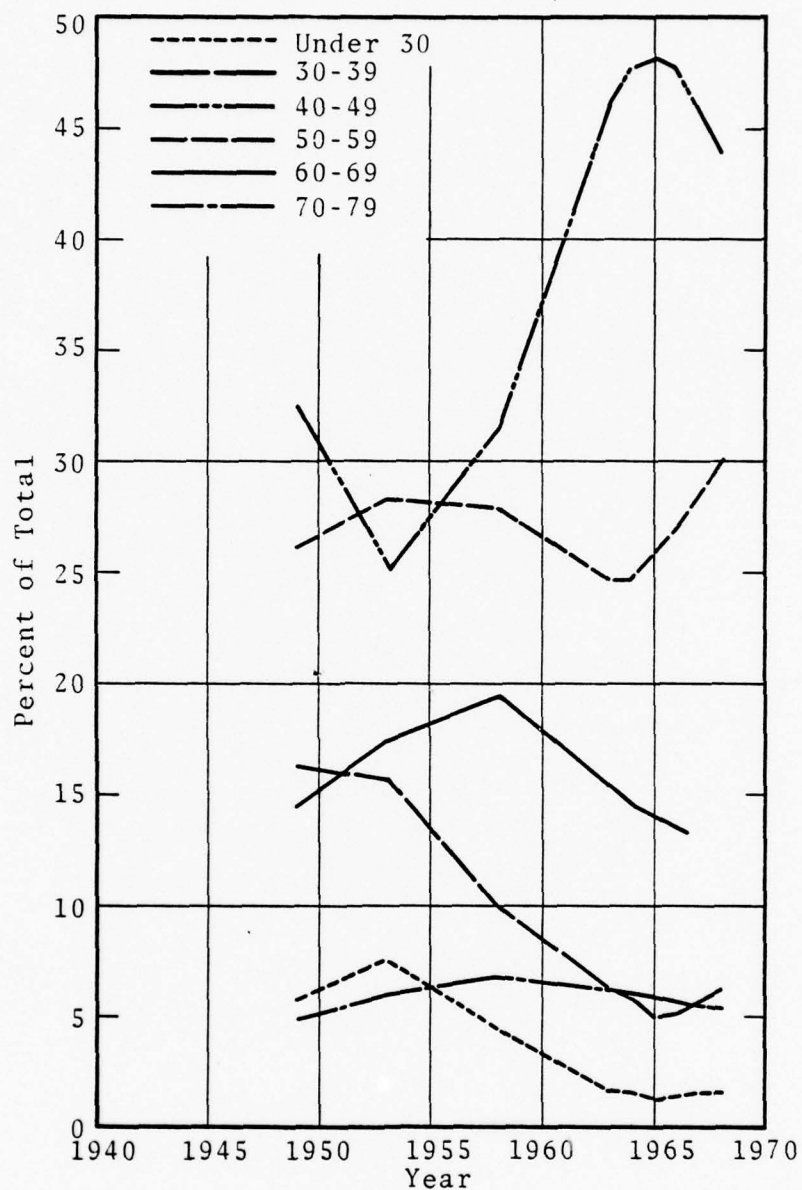


FIGURE B.6
PERCENT DISTRIBUTION BY AGE OF MILITARY
PERSONNEL RECEIVING RETIRED PAY,
SELECTED YEARS, 1949-1968

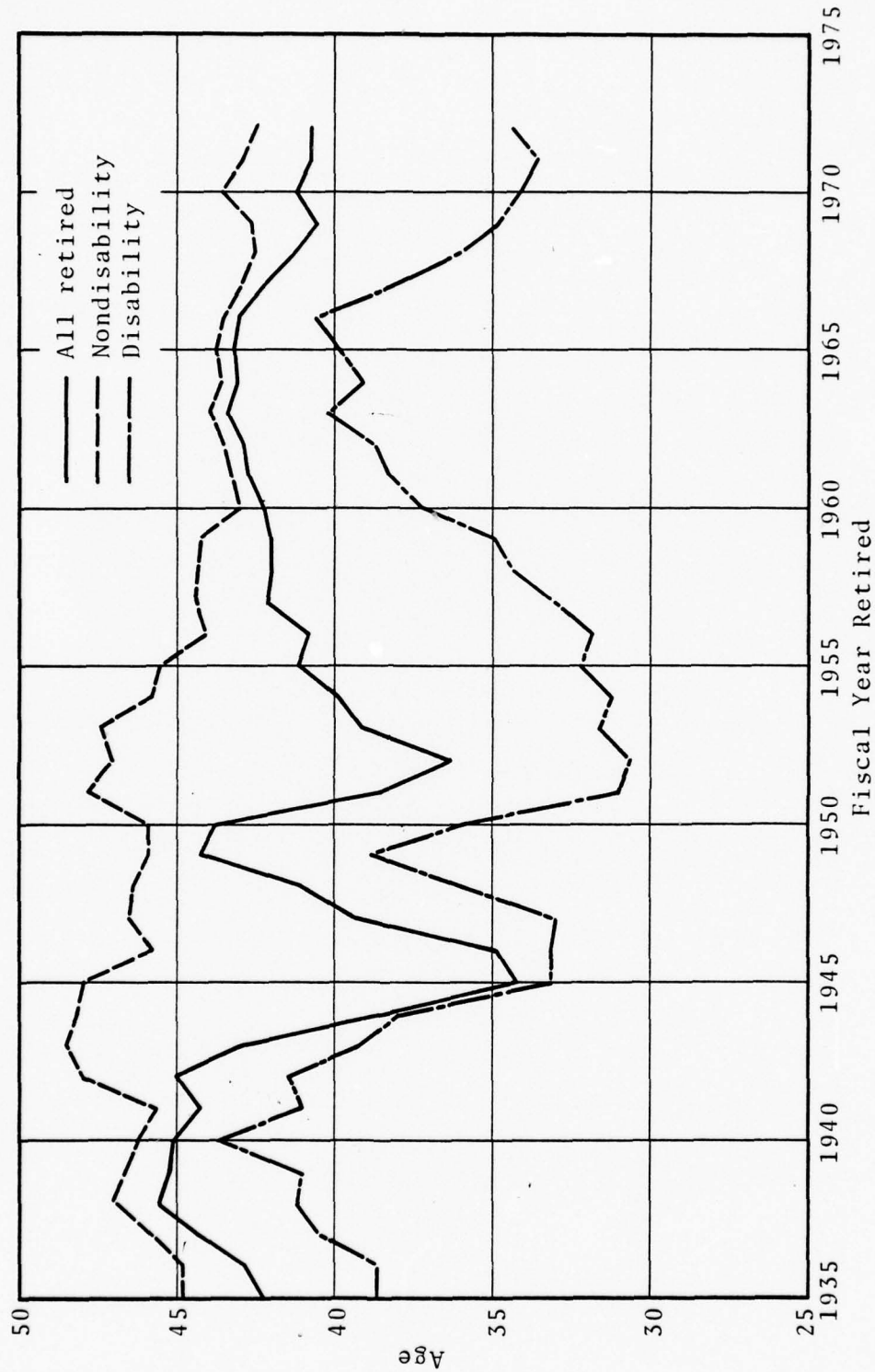


FIGURE B.7
AVERAGE AGE AT RETIREMENT FOR MILITARY PERSONNEL RECEIVING
RETIRED PAY ON 30 JUNE 1972 BY
FISCAL YEAR OF RETIREMENT

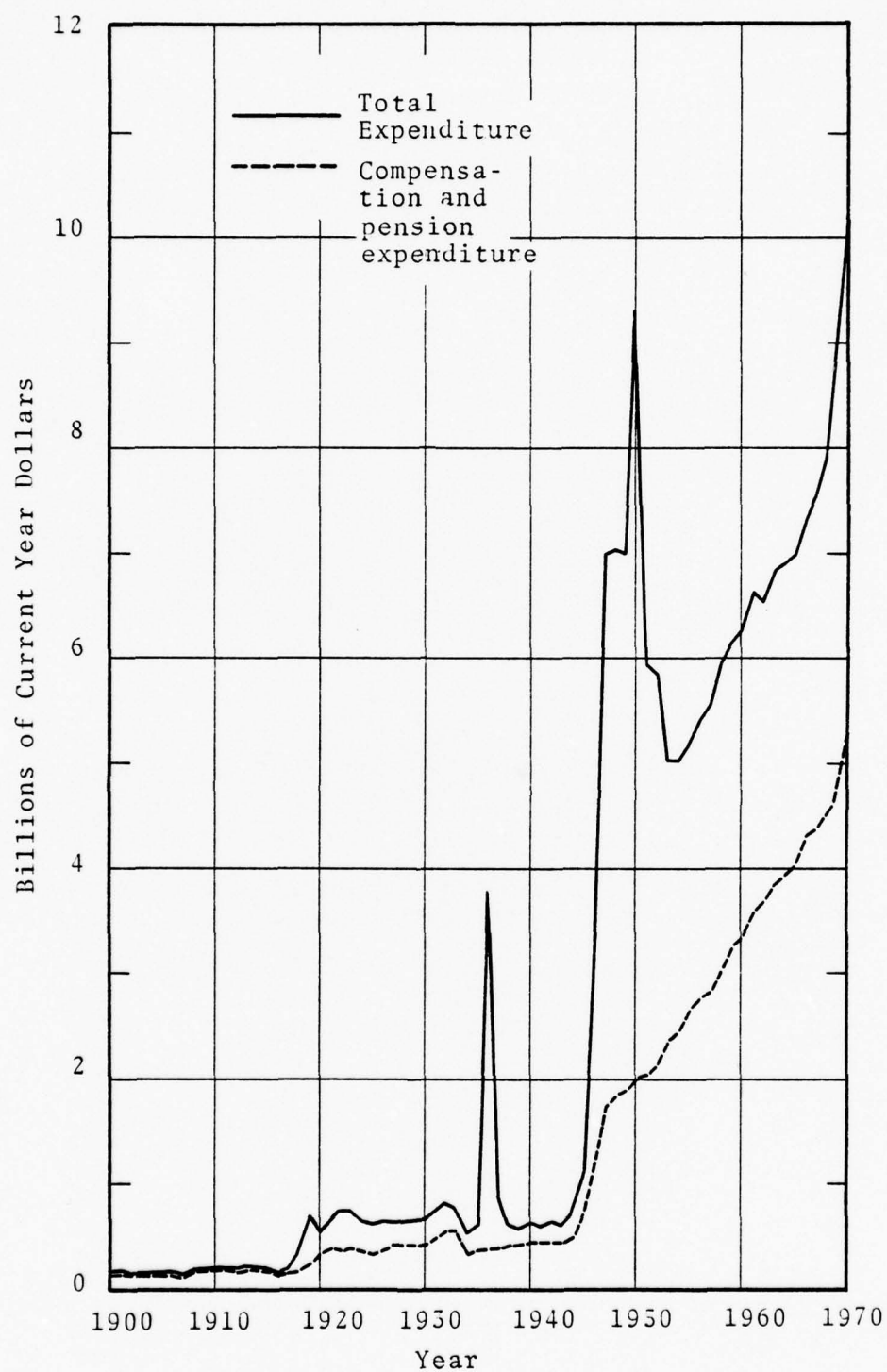


FIGURE B.8
EXPENDITURES FOR VETERANS BENEFITS AND SERVICES BY
VETERANS ADMINISTRATION AGENCIES: 1900-1970

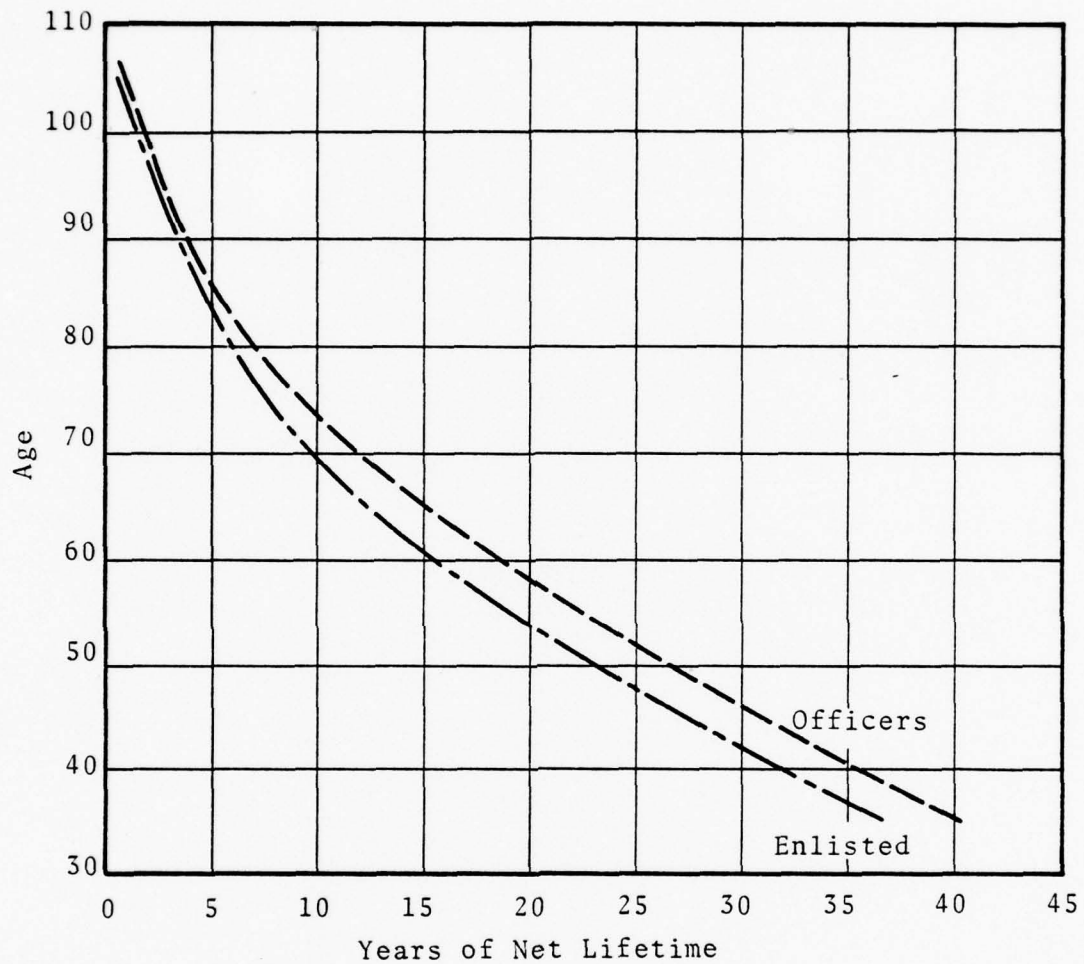


FIGURE B.9
AVERAGE YEARS OF RETIRED LIFETIME FOR RETIRED MILITARY PERSONNEL
NONDISABILITY RETIREMENTS ONLY

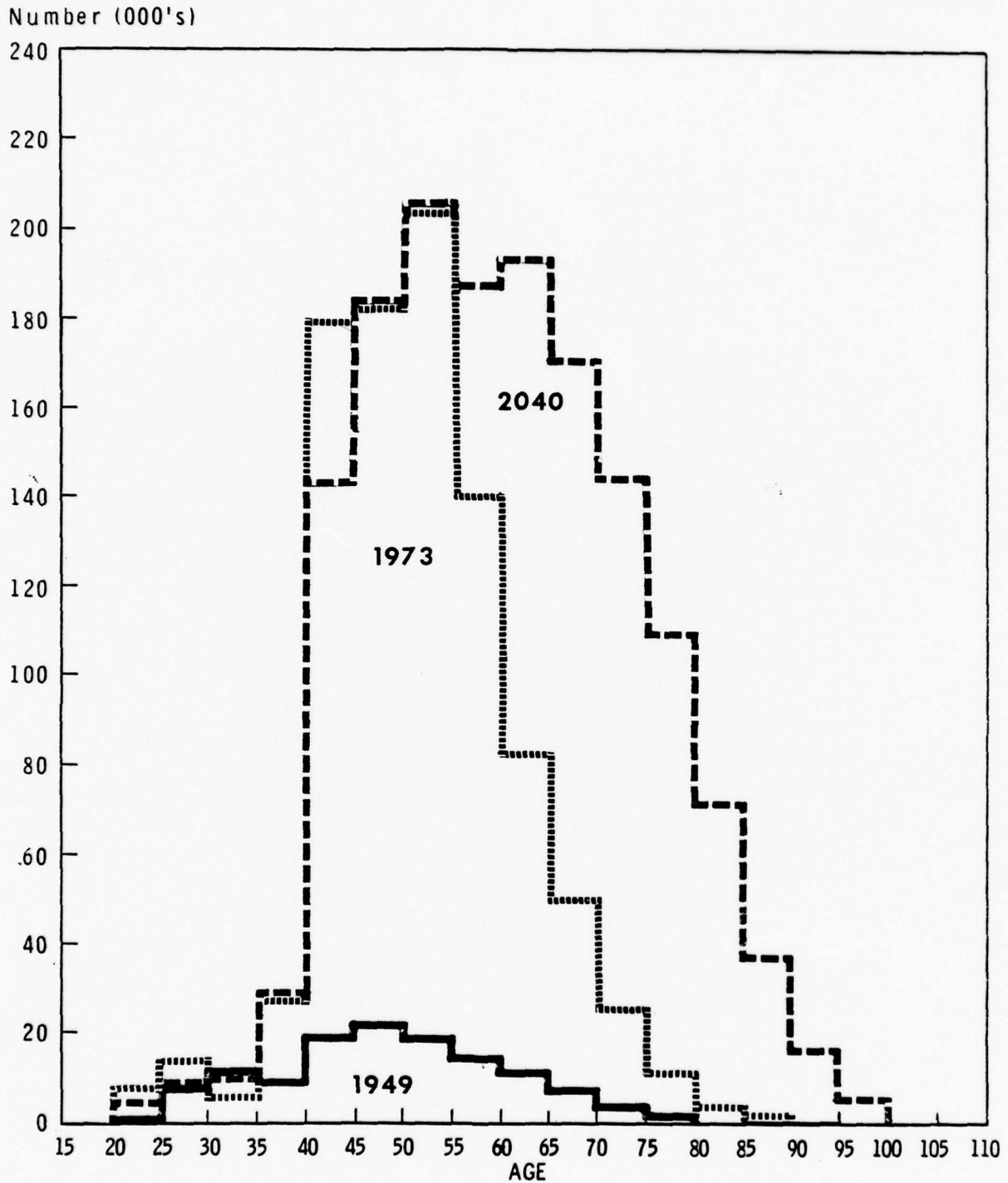


FIGURE B.10
ACTUAL AND PROJECTED NUMBER OF PERSONS RECEIVING
MILITARY RETIRED PAY, BY AGE GROUP, 1973-2040

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Actuarial Consultant
October 1, 1971
(1,795)

Number (000's)

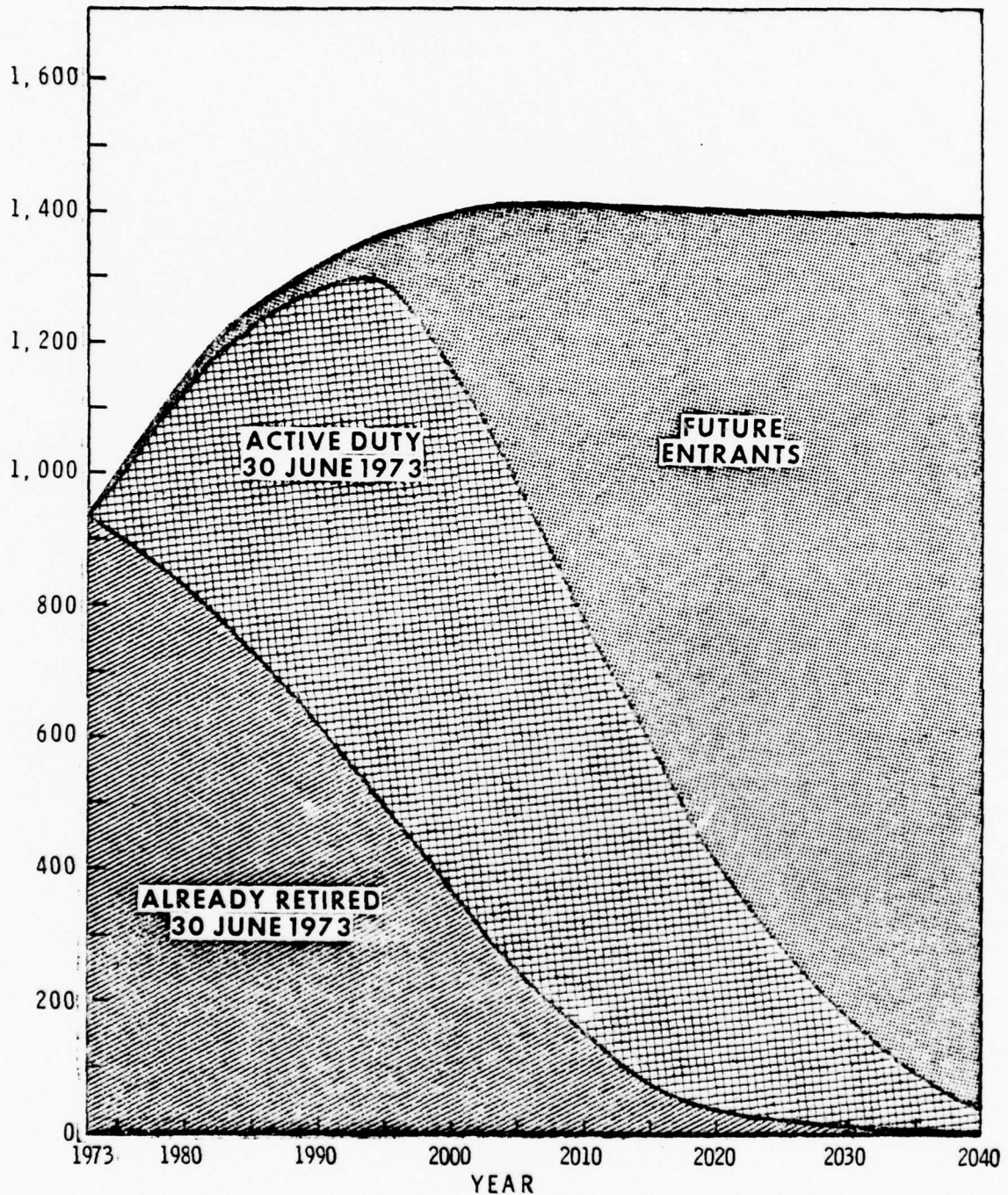
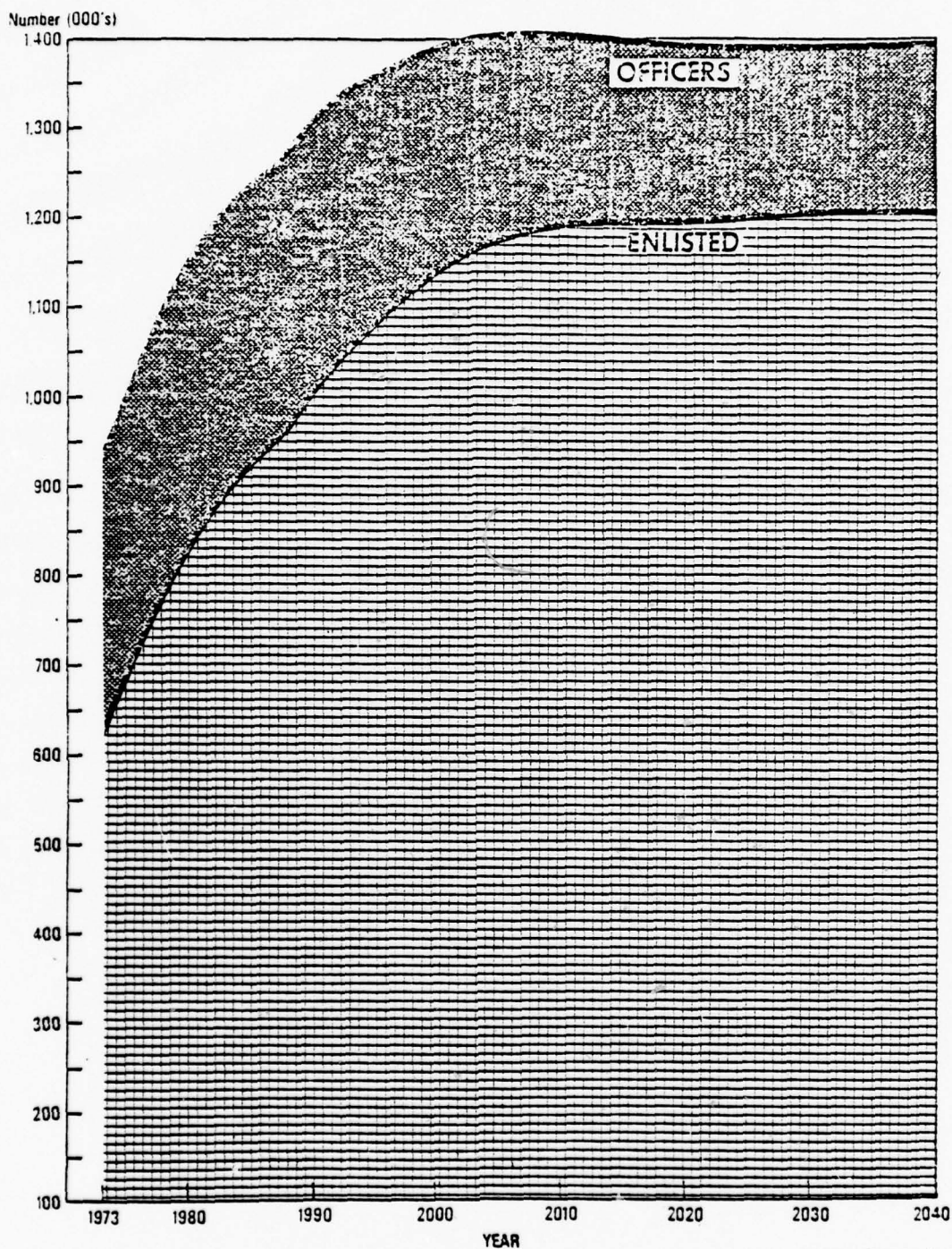


FIGURE B.11

ACTUAL AND PROJECTED NUMBER OF PERSONS RECEIVING
MILITARY RETIRED PAY, 1973-2040
(excludes future retirements under Title III)

OASD (M&RA) MPP
Actuarial Consultant
October 1, 1974
(1,796)

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OASD (M&RA) MPP
Actuarial Consultant
October 1, 1974
(1,809)

FIGURE B.12
ACTUAL AND PROJECTED NUMBER OF PERSONS RECEIVING MILITARY
RETIRED PAY, 1973-2040, OFFICERS AND ENLISTED
(excludes future retirements under Title III)

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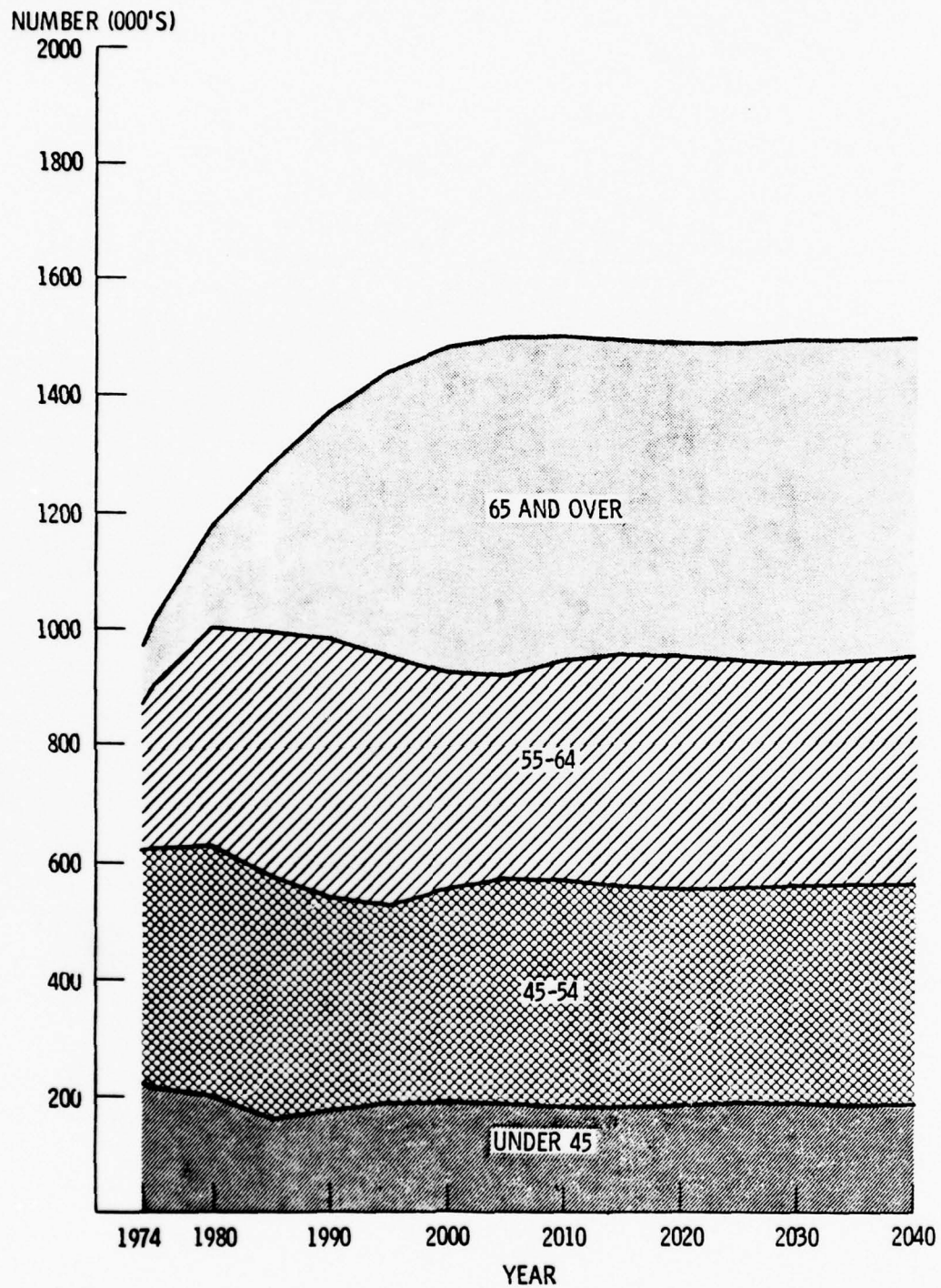


FIGURE B.13
ACTUAL AND PROJECTED NUMBER OF PERSONS RECEIVING
MILITARY RETIRED PAY, 1974-2040, BY AGE

OASD (M&RA) MPP
Actuarial Consultant
October 1, 1974
(1,810)

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TABLE B.18
ESTIMATED NUMBER OF MILITARY PERSONNEL ON ACTIVE DUTY
30 JUNE 1976 BY YEARS OF ACTIVE
FEDERAL MILITARY SERVICE.

COMPLETED YEARS OF SERVICE	DEPARTMENT OF DEFENSE				DEPARTMENT OF THE ARMY				DEPARTMENT OF THE NAVY				U. S. MARINE CORPS				DEPARTMENT OF THE AIR FORCE			
	PERSONNEL		OFFICERS		EMLISTED		OFFICERS		EMLISTED		OFFICERS		EMLISTED		OFFICERS		EMLISTED		OFFICERS	
	REGULAR	NON-REG	REGULAR	NON-REG	REGULAR	NON-REG	REGULAR	NON-REG	REGULAR	NON-REG	REGULAR	NON-REG	REGULAR	NON-REG	REGULAR	NON-REG	REGULAR	NON-REG	REGULAR	NON-REG
0	336,333	18,545	321,788	14,275	1,503	4,929	2,029	2,014	65,213	11,646	208	640	34,130	302	926	2,114	68,374	2,114	68,374	2,114
1	331,189	17,552	313,637	13,267	1,430	4,248	1,219	2,048	60,806	12,019	437	1,412	34,130	187	687	4,959	61,409	4,959	61,409	4,959
2	325,115	17,066	308,049	12,845	1,352	3,953	1,146	1,963	58,101	11,537	409	1,376	33,130	182	702	4,959	51,378	4,959	51,378	4,959
3	317,736	16,493	301,243	12,255	1,267	3,553	1,051	1,863	54,559	10,997	381	1,291	32,130	177	687	4,959	46,343	4,959	46,343	4,959
4	309,133	15,920	293,213	11,675	1,182	3,153	956	1,763	51,009	10,486	353	1,216	31,130	172	687	4,959	41,307	4,959	41,307	4,959
5	300,530	15,347	285,183	11,095	1,103	2,753	881	1,663	47,459	9,975	325	1,141	30,130	167	687	4,959	36,265	4,959	36,265	4,959
6	291,927	14,774	277,153	10,515	1,024	2,353	806	1,563	43,909	9,464	297	1,069	29,130	162	687	4,959	31,223	4,959	31,223	4,959
7	283,324	14,201	269,123	9,935	945	1,953	731	1,463	40,359	8,953	269	1,007	28,130	157	687	4,959	26,181	4,959	26,181	4,959
8	274,721	13,628	261,093	9,355	866	1,553	656	1,363	36,809	8,442	241	945	27,130	152	687	4,959	21,139	4,959	21,139	4,959
9	266,118	13,055	253,063	8,775	787	1,153	581	1,263	33,259	7,932	213	881	26,130	147	687	4,959	16,097	4,959	16,097	4,959
10	257,515	12,482	245,033	8,195	708	753	506	1,163	29,709	7,421	185	806	25,130	142	687	4,959	11,055	4,959	11,055	4,959
11	248,912	11,909	236,973	7,615	629	653	431	1,063	26,159	6,910	157	731	24,130	137	687	4,959	6,013	4,959	6,013	4,959
12	240,309	11,336	228,933	7,035	550	553	356	1,013	22,609	6,399	129	656	23,130	132	687	4,959	1,071	4,959	1,071	4,959
13	231,706	10,763	220,896	6,455	471	453	281	963	19,059	5,888	101	581	22,130	127	687	4,959	503	4,959	503	4,959
14	223,103	10,190	212,856	5,875	392	374	206	913	15,509	5,377	73	506	21,130	122	687	4,959	451	4,959	451	4,959
15	214,500	9,617	204,813	5,295	313	316	131	863	11,959	4,866	45	431	20,130	117	687	4,959	400	4,959	400	4,959
16	205,897	9,044	196,773	4,715	234	237	56	813	8,409	4,355	17	356	19,130	112	687	4,959	348	4,959	348	4,959
17	197,294	8,471	188,733	4,135	155	158	27	763	4,859	3,844	9	256	18,130	107	687	4,959	296	4,959	296	4,959
18	188,691	7,898	180,693	3,555	76	118	18	613	3,309	3,333	1	156	17,130	102	687	4,959	244	4,959	244	4,959
19	180,088	7,325	172,693	2,975	27	78	9	563	2,759	2,783	1	106	16,130	97	687	4,959	192	4,959	192	4,959
20	171,485	6,752	164,693	2,395	18	30	1	513	2,209	2,233	1	56	15,130	92	687	4,959	140	4,959	140	4,959
21	162,882	6,179	156,693	1,815	9	11	0	463	1,659	1,683	1	6	14,130	87	687	4,959	88	4,959	88	4,959
22	154,279	5,606	148,693	1,235	0	2	0	413	1,109	1,133	1	1	13,130	82	687	4,959	36	4,959	36	4,959
23	145,676	5,033	140,693	6,653	0	0	0	363	559	583	1	0	12,130	77	687	4,959	0	4,959	0	4,959
24	137,073	4,460	132,693	1,073	0	0	0	313	109	133	1	0	11,130	72	687	4,959	0	4,959	0	4,959
25	128,470	3,887	124,693	5,493	0	0	0	263	59	83	1	0	10,130	67	687	4,959	0	4,959	0	4,959
26	119,867	3,314	116,693	1,513	0	0	0	213	1	25	1	0	9,130	62	687	4,959	0	4,959	0	4,959
27	111,264	2,741	108,693	953	0	0	0	163	0	16	1	0	8,130	57	687	4,959	0	4,959	0	4,959
28	102,661	2,168	100,693	393	0	0	0	113	0	11	1	0	7,130	52	687	4,959	0	4,959	0	4,959
29	94,058	1,595	92,693	33	0	0	0	63	0	6	1	0	6,130	47	687	4,959	0	4,959	0	4,959
30	85,455	1,022	84,693	27	0	0	0	13	0	1	1	0	5,130	42	687	4,959	0	4,959	0	4,959
TOTAL	2,871,182	281,036	1,790,180	675,152	48,698	58,157	48,598	15,128	849,612	38,888	12,879	6,004	172,365	1,152	97,716	42,070	481,214	42,070	481,214	42,070
AVERAGE YEARS OF SERVICE	6.42	10.55	5.77	6.93	1.88	12.49	6.06	6.08	3.39	13.86	4.48	3.94	3.22	1.1	6.01	7.54	7.54	7.54	7.54	7.54

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TABLE B.19

NUMBER OF MILITARY PERSONNEL ON ACTIVE DUTY 30 JUNE 1976, AND ACCUMULATED YEARS OF ACTIVE SERVICE

	NUMBER ON ACTIVE DUTY			ACCUMULATED YEARS OF SERVICE			AVERAGE YEARS OF SERVICE		
	TOTAL	CAREER	OTHER	TOTAL	CAREER	OTHER	TOTAL	CAREER	OTHER
DOD TOTALS									
OFFICERS	281,834	198,288	98,754	2,963,587	2,553,684	409,883	18.55	13.43	4.52
ENLISTED	1,798,140	741,978	1,046,170	18,324,182	7,716,671	2,607,511	5.77	10.41	2.49
TOTAL	2,071,192	932,256	1,138,924	13,287,749	10,270,355	3,017,394	6.42	11.02	2.65
ARMY									
OFFICERS	98,647	71,980	26,747	1,028,953	912,454	108,499	18.35	12.70	4.06
ENLISTED	677,725	262,571	415,154	3,331,993	2,407,907	924,086	4.92	9.18	2.23
TOTAL	776,372	334,471	441,901	4,352,946	3,320,361	1,032,585	5.61	9.93	2.34
NAVY									
OFFICERS	63,718	61,285	22,513	677,391	578,006	99,385	18.64	14.83	4.42
ENLISTED	457,692	193,725	263,967	2,688,736	2,008,125	672,611	5.86	10.37	2.55
TOTAL	521,410	234,930	286,480	3,358,127	2,586,131	771,996	6.45	11.01	2.78
MARINE CORPS									
OFFICERS	18,883	18,998	7,885	195,135	162,137	32,998	18.34	14.75	4.19
ENLISTED	173,517	64,725	128,792	612,254	394,412	287,842	3.94	8.82	2.24
TOTAL	192,400	55,723	136,677	807,389	556,549	250,840	4.57	9.39	2.35
AIR FORCE									
OFFICERS	99,746	64,177	33,609	1,878,888	981,887	169,001	18.73	13.61	4.01
ENLISTED	481,214	248,957	240,257	3,629,199	2,906,227	722,972	7.55	14.07	3.01
TOTAL	581,000	307,134	273,866	4,699,287	3,887,314	891,973	8.83	12.40	3.26

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NOTE. FOR THIS PURPOSE, "CAREER" MEANS PERSONNEL EXPECTED TO CONTINUE ON ACTIVE DUTY UNTIL RETIREMENT.

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TABLE B.20

AVERAGE YEARS OF ACTIVE FEDERAL MILITARY SERVICE FOR MILITARY PERSONNEL
ON ACTIVE DUTY 30 JUNE 1976 BY PAY GRADE

GRADE	TITLE	DEPT. OF DEF	ARMY	NAVY	MARINE CORPS	AIR FORCE
0-10	GENERAL	30.00	30.00	30.00	30.00	30.00
0-9	LT. GENERAL	30.00	30.00	29.93	30.00	30.00
0-8	MAJ. GENERAL	29.36	29.42	29.92	30.00	28.78
0-7	BRIG. G	27.18	26.62	28.47	28.59	26.63
0-6	COLONEL.	23.73	24.02	23.35	25.23	23.58
0-5	LT. COL	19.11	18.38	18.88	20.54	19.72
0-4	MAJOR	13.65	12.74	13.30	15.95	14.36
0-3	CAPTAIN	8.10	7.78	7.83	10.33	8.19
0-2	1ST LT.	4.30	3.33	4.86	5.55	4.26
0-1	2ND LT.	1.97	1.52	1.88	2.31	2.48
COMMISSIONED OFFIC						
		10.24	9.76	10.21	9.99	10.71
W-4	CHIEF WARRANT	22.78	22.56	24.70	21.80	29.03
W-3	CHIEF WARRANT	19.06	18.64	19.77	20.41	0.
W-2	CHIEF WARRANT	12.89	11.97	16.29	13.44	0.
W-1	WARRANT OFFIC	9.71	9.60	14.37	9.86	8.
WARRANT OFFICERS						
		15.12	14.26	18.24	15.60	29.03
ALL OFFICERS						
		10.54	10.34	10.62	10.32	10.72
E-9	SGT. MAJOR	24.84	24.63	21.95	24.24	24.98
E-8	MASTER SERGEA	20.52	20.09	19.42	19.45	22.33
E-7	SGT. 1ST. CL	17.62	16.77	17.14	15.58	19.74
E-6	STAFF SGT.	12.92	11.18	12.69	9.16	16.20
E-5	SERGEANT	7.24	5.85	6.73	4.69	9.90
E-4	CORPORA	3.38	2.98	3.17	2.83	4.35
E-3	PVT. 1S	1.84	1.62	2.03	1.91	1.89
E-2	PRIVATE	0.97	0.94	1.10	1.11	0.69
E-1	RECRUIT	0.72	0.69	0.74	0.91	0.55
ALL ENLISTED						
		5.77	4.92	5.86	3.93	7.54
ALL PERSONNE						
		6.41	5.61	6.44	4.56	8.09

PERSONNEL WITH 30 OR MORE YEARS OF SERVICE COUNTED AS 30 YEARS IN DETERMINING AVERAGE SERVICE.

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Actuary
Sept 19 1977
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TABLE B.21

AVERAGE YEARS OF SERVICE FOR PAY PURPOSES FOR MILITARY PERSONNEL ON ACTIVE DUTY 30
JUNE 1976 BY PAY GRADE*

GRADE	TITLE	DEPT. OF DEF.	ARMY	NAVY	MARINE CORPS	AIR FORCE
0-10	GENERAL	29.98	29.95	30.00	30.00	30.00
0-9	LT. GENERAL	29.85	29.89	29.79	30.00	29.85
0-8	MAJ. GENERAL	29.29	29.34	29.63	29.98	28.88
0-7	BRIG. GENERAL	27.60	27.11	28.56	28.15	27.34
0-6	COLONEL	25.27	25.62	25.11	26.50	24.95
0-5	LT. COLONEL	20.57	20.19	20.16	21.96	20.99
0-4	MAJOR	15.20	14.73	14.67	17.47	15.63
0-3	CAPTAIN	8.97	9.41	8.32	12.03	8.53
0-2	1ST LIEUTENANT	4.70	3.86	5.02	6.40	4.56
0-1	2ND LIEUTENANT	2.49	1.87	2.39	3.51	2.98
COMMISSIONED OFFICERS						
		11.24	11.17	11.02	11.30	11.42
W-4	CHIEF WARR. OFF.	24.46	24.44	25.63	23.01	29.44
W-3	CHIEF WARR. OFF.	19.97	19.73	20.26	21.08	0.00
W-2	CHIEF WARR. OFF.	13.33	12.67	15.75	13.82	0.00
W-1	WARRANT OFFICER	11.05	11.19	10.57	10.33	0.00
WARRANT OFFICERS						
		15.94	15.32	18.18	16.25	29.44
ALL OFFICERS						
		11.53	11.71	11.38	11.60	11.42
E-9	SGT. MAJOR	24.65	25.25	22.76	25.26	25.32
E-8	MASTER SERGEANT	21.23	20.98	20.19	20.35	22.70
7	SGT. 1ST CLASS	18.26	17.52	17.91	16.20	20.11
E-6	STAFF SGT.	13.43	11.76	13.36	9.48	16.50
5	SERGEANT	7.59	6.25	7.17	5.06	10.11
E-4	CORPORAL	3.54	3.12	3.43	3.03	4.47
3	PVT. 1ST CLASS	1.99	1.75	2.23	2.05	2.02
E-2	PRIVATE	1.13	1.09	1.18	1.28	0.99
1	RECRUIT	0.72	0.69	0.75	0.93	0.55
ALL ENLISTED						
		6.04	5.20	6.20	4.16	7.74
ALL PERSONNEL						
		6.74	6.03	6.83	4.89	8.37

* CANNOT BE USED TO DETERMINE AVERAGE BASIC PAY.
PERSONNEL WITH 30 OR MORE YEARS OF SERVICE COUNTED AS 30 YEARS IN DETERMINING AVERAGE SERVICE.

OASD(MRA&L)MPP

Actuary
August 16, 1977
(2,073)

PRESEARCH INCORPORATED

TABLE B.22

NUMBER OF MILITARY PERSONNEL ON ACTIVE DUTY 30 JUNE 1976 WITH UP TO X COMPLETED YEARS OF SERVICE*
 SERVICE DETERMINED BY YEARS OF ACTIVE FEDERAL MILITARY SERVICE AND BY YEARS OF SERVICE FOR PAY PURPOSES.

X	OFFICERS AND ENLISTED				OFFICERS				ENLISTED			
	ACTIVE	PAY	RATIO		ACTIVE	PAY	RATIO		ACTIVE	PAY	RATIO	
0	335333	290637	115.72		14585	7995	182.43		321748	282642	113.84	
1	669442	638567	104.84		32137	22024	145.92		637305	616543	103.37	
2	924854	893463	103.51		50003	36660	136.40		874851	856803	102.11	
3	1114977	1071593	104.05		67344	51958	129.61		1047633	1019635	102.75	
4	1232773	1184899	104.04		83837	67627	123.97		1148936	1117272	102.83	
5	1328785	1274463	104.26		99921	84038	118.90		1228864	1190425	103.23	
6	1397433	1347757	103.69		114111	98779	115.52		1283322	1248978	102.75	
7	1466545	1426903	102.78		127243	113582	112.03		1339302	1313321	101.98	
8	1526701	1492061	102.32		139464	128204	108.78		1387237	1363857	101.71	
9	1573242	1545186	101.82		152105	142170	106.99		1421137	1403016	101.29	
10	1616763	1596748	101.25		163456	154507	105.79		1453307	1442233	100.77	
11	1650757	1632899	101.09		171090	163216	104.82		1479667	1469683	100.68	
12	1685673	1667855	101.07		179554	171917	104.44		1506119	1495938	100.68	
13	1720652	1701558	101.12		188566	180406	104.52		1532086	1521152	100.72	
14	1762191	1741057	101.21		198417	189579	104.66		1563774	1551478	100.79	
15	1804105	1780864	101.31		207423	197700	104.92		1596682	1583164	100.85	
16	1845785	1819541	101.44		217129	206401	105.20		1628656	1613140	100.96	
17	1888399	1856855	101.70		227372	215325	105.59		1661027	1641530	101.19	
18	1929090	190713	102.03		236976	223358	106.10		1692114	1667355	101.48	
19	1964233	1928777	102.05		246340	232328	106.03		1721893	1696449	101.50	
20	1993957	1951025	101.68		253212	240998	105.07		1740745	1720027	101.20	
21	2015432	1991136	101.22		258912	249311	103.85		1756520	1741825	100.84	
22	2023443	2011763	100.88		263205	255901	102.89		1766158	1755862	100.59	
23	2039380	2027485	100.59		266970	261440	102.12		1772410	1766045	100.36	
24	2046319	2040041	100.41		269870	265715	101.56		1778449	1774326	100.23	
25	2057136	2050348	100.33		273116	269747	101.25		1784020	1780601	100.19	
26	2060252	2054789	100.27		274691	271832	101.05		1785571	1782957	100.15	
27	2063756	2059195	100.22		276380	273789	100.95		1787376	1785406	100.11	
28	2067095	2063114	100.19		278139	275705	100.88		1788956	1787413	100.09	
29	2068948	2065403	100.17		279163	276907	100.81		1789785	1788496	100.07	
30+	2071182	2071187	100.88		281034	281039	100.00		1790148	1790148	100.00	

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*Service determined by years of active federal military service and by years of service for pay purposes.

PRESEARCH INCORPORATED

TABLE B.23

AVERAGE AGE AT TIME OF ENTRY INTO SERVICE FOR PERSONNEL ON ACTIVE DUTY 30 JUNE 1974

CALENDAR YEAR OF ADRU	DEPARTMENT OF DEFENSE												U S A F												O O D																		
	A R M Y						N A V Y						U S N C						U S A F						O O D																		
	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER	OFFICER REG. OTHER	ENLISTED REG. OTHER					
1974	23.3	24.8	19.5	21.4	22.1	24.3	19.3	19.4	23.8	24.4	18.9	18.9	23.2	21.9	24.2	19.8	22.5	22.1	24.4	19.5	20.3	22.4	24.7	19.3	19.6	22.1	24.4	19.5	20.3	22.4	24.7	19.3	19.6	22.1	24.4	19.5	20.3	22.4	24.7	19.3	19.6		
1973	22.6	25.0	19.5	21.0	22.3	25.1	19.2	19.5	22.1	23.5	18.8	18.8	19.5	22.2	24.4	19.5	20.3	22.4	24.2	19.5	21.4	22.6	24.0	19.3	20.3	22.1	24.4	19.5	20.3	22.4	24.2	19.5	21.4	22.6	24.0	19.3	20.3	22.1	24.4	19.5	20.3		
1972	22.6	24.2	19.5	20.5	22.6	23.7	19.2	19.6	22.7	22.8	18.9	18.9	19.2	22.6	23.4	19.6	20.3	22.7	23.4	19.6	20.3	22.7	23.5	19.5	20.9	22.6	23.4	19.6	20.3	22.7	23.5	19.5	20.9	22.6	23.4	19.6	20.3	22.7	23.5	19.5	20.9		
1971	22.6	24.0	19.7	20.2	22.7	23.2	19.4	21.3	22.8	22.4	19.0	19.0	21.1	22.9	23.2	19.6	20.1	22.8	23.2	19.6	20.1	22.8	23.3	19.7	22.1	22.9	23.2	19.6	20.1	22.8	23.3	19.7	22.1	22.9	23.3	19.7	22.1	22.9	23.3	19.7	22.1		
1970	22.8	23.5	20.3	20.5	22.8	23.3	19.7	22.8	22.7	22.4	19.1	19.1	21.1	22.9	23.2	20.0	21.0	22.9	23.3	20.0	21.0	22.9	23.3	20.1	22.3	22.9	23.3	20.0	21.0	22.9	23.3	20.1	22.3	22.9	23.3	20.1	22.3	22.9	23.3	20.1	22.3		
1969	22.8	23.5	20.5	20.3	23.0	23.6	20.0	23.1	22.6	22.2	19.6	19.6	20.4	23.1	23.3	19.8	22.4	23.1	23.3	19.8	22.4	23.1	23.3	20.1	22.4	22.9	23.3	19.8	22.4	23.1	23.3	20.1	22.4	22.9	23.3	20.1	22.4	22.9	23.3	20.1	22.4		
1968	22.9	22.7	20.4	20.6	22.9	24.1	20.3	22.9	22.4	21.6	19.5	19.5	19.9	23.1	23.3	19.8	22.4	23.1	23.3	19.8	22.4	23.1	23.3	20.1	22.4	22.9	23.3	19.8	22.4	23.1	23.3	20.1	22.4	22.9	23.3	20.1	22.4	22.9	23.3	20.1	22.4		
1967	23.2	23.2	20.3	20.4	23.1	24.9	20.4	22.4	22.3	21.1	19.4	19.4	20.6	23.2	23.3	19.9	23.3	23.1	23.3	19.9	23.3	23.1	23.3	20.1	22.4	22.9	23.3	19.9	23.3	23.1	23.3	20.1	22.4	22.9	23.3	20.1	22.4	22.9	23.3	20.1	22.4		
1966	23.1	22.5	20.2	20.4	23.1	24.7	20.7	23.1	22.2	20.4	19.4	19.4	21.5	23.2	23.5	19.6	25.0	21.1	23.5	19.6	25.0	21.1	22.9	20.0	22.9	23.3	19.6	25.0	21.1	22.9	23.3	20.0	22.9	23.3	20.0	22.9	23.3	20.0	22.9	23.3	20.0	22.9	
1965	23.1	22.8	20.2	20.4	22.8	24.6	20.0	22.9	21.9	20.2	19.2	19.2	19.2	23.0	23.6	19.6	27.8	22.9	23.0	23.6	19.6	27.8	22.9	23.2	19.9	22.9	23.0	23.6	19.6	27.8	22.9	23.2	19.9	22.9	23.0	23.2	19.9	22.9	23.0	23.2	19.9	22.9	
1964	23.1	23.1	20.3	19.3	22.7	24.5	20.1	23.4	21.9	23.9	19.3	19.3	24.1	23.1	23.3	19.7	22.4	23.1	23.3	19.7	22.4	23.1	23.3	20.0	23.2	22.9	23.3	19.7	22.4	23.1	23.3	20.0	23.2	22.9	23.3	20.0	23.2	22.9	23.3	20.0	23.2	22.9	23.3
1963	23.2	23.2	20.5	19.9	22.5	24.3	20.0	24.0	22.1	20.9	19.5	19.5	20.3	23.1	23.3	19.6	25.5	22.9	23.1	23.3	19.6	25.5	22.9	23.3	20.0	23.2	22.9	23.3	19.6	25.5	22.9	23.3	20.0	23.2	22.9	23.3	20.0	23.2	22.9	23.3	20.0	23.2	
1962	23.2	23.0	20.4	23.3	22.4	24.5	19.7	22.5	22.0	23.0	19.7	19.7	19.2	23.1	23.1	19.6	30.8	22.9	23.1	23.1	19.6	30.8	22.9	23.0	19.9	22.5	22.9	23.0	19.9	22.5	22.9	23.0	19.9	22.5	22.9	23.0	19.9	22.5	22.9	23.0	19.9	22.5	
1961	23.1	22.6	20.4	19.0	22.0	24.1	19.8	22.2	21.6	23.4	19.4	19.4	19.2	23.0	22.0	19.5	26.1	22.7	23.0	22.0	19.5	26.1	22.7	22.5	19.8	22.5	22.7	23.0	19.5	26.1	22.7	22.5	19.8	22.5	22.7	23.0	19.5	26.1	22.7	22.5	19.8	22.5	
1960	23.0	22.3	20.2	20.3	21.8	24.4	19.7	22.1	21.5	25.4	19.0	19.0	21.1	22.9	22.1	19.2	23.3	22.7	23.0	22.1	19.2	23.3	22.7	22.3	19.6	22.1	22.7	23.0	19.2	23.3	22.7	22.3	19.6	22.1	22.7	23.0	19.2	23.3	22.7	22.3	19.6	22.1	
1959	22.9	22.2	20.4	17.8	21.6	24.6	19.7	21.9	21.1	22.2	19.2	19.2	20.7	22.6	22.4	19.5	23.0	22.3	22.6	22.4	19.5	23.0	22.3	19.8	21.8	22.3	22.6	22.4	19.5	23.0	22.3	22.3	19.8	21.8	22.3	22.6	22.3	19.8	21.8	22.3	22.6	22.3	
1958	22.5	21.5	20.3	20.0	21.4	24.8	19.7	21.9	21.1	21.7	19.4	19.4	18.9	22.7	22.5	19.6	25.3	22.7	22.5	22.5	19.6	25.3	22.7	21.9	19.9	21.8	22.7	22.5	19.6	25.3	22.7	21.9	19.9	21.8	22.7	22.5	19.9	21.8	22.7	22.3	19.9	21.8	
1957	22.8	21.8	20.7	21.0	21.7	24.1	19.6	21.6	21.3	20.1	19.5	19.5	19.6	22.8	22.7	19.5	23.5	22.3	22.8	22.7	19.5	23.5	22.3	19.9	21.5	22.3	22.8	22.7	19.5	23.5	22.3	22.1	19.9	21.5	22.3	22.8	22.1	19.9	21.5	22.3	22.8	22.1	
1956	22.7	21.3	20.5	19.4	21.5	24.2	19.4	21.8	20.7	20.4	19.3	19.3	20.2	22.5	22.6	19.2	26.7	22.5	22.6	19.2	26.7	22.5	22.1	19.6	21.7	22.2	22.6	19.2	26.7	22.5	22.1	19.6	21.7	22.2	22.6	19.2	26.7	22.5	22.1	19.6	21.7		
1955	22.6	21.3	20.4	18.5	21.4	23.7	19.7	23.2	20.4	20.3	19.2	19.2	20.0	22.2	22.4	19.2	21.0	21.8	22.2	22.4	19.2	21.0	21.9	19.5	21.7	22.1	22.6	19.2	21.0	21.9	21.2	19.5	21.7	22.1	22.6	19.2	21.0	21.9	21.2	19.5	21.7		
1954	22.5	21.2	20.4	19.5	21.5	23.7	19.7	23.2	20.5	19.5	19.0	19.0	19.3	21.8	21.1	19.2	23.0	21.8	21.8	21.1	19.2	23.0	21.8	19.5	22.7	22.1	22.6	19.2	21.8	21.2	19.5	22.7	22.1	22.6	19.2	21.8	21.2	19.5	22.7	22.1	22.6	19.2	21.8
1953	22.2	20.5	20.5	18.0	22.1	22.6	20.2	22.8	20.6	19.5	19.0	19.0	19.1	22.1	20.7	19.8	22.5	21.9	20.7	20.7	19.8	22.5	21.9	20.5	20.0	21.5	22.2	20.7	19.8	22.5	21.9	20.5	20.0	21.5	22.2	20.7	19.8	22.5	21.9	20.5	20.0	21.5	
1952	22.0	19.8	20.8	20.7	21.3	22.4	19.5	22.3	21.0	19.5	20.0	19.6	19.6	21.8	21.8	19.8	22.5	21.6	21.8	21.0	19.8	22.5	21.6	20.0	21.4	21.4	22.0	21.8	20.0	19.8	22.5	21.6	20.0	21.4	21.4	22.0	21.8	20.0	21.4	21.4	22.0	21.8	
1951	22.2	20.2	20.7	22.0	21.1	22.4	19.8	24.3	21.0	19.3	19.9	19.9	24.7	21.6	21.0	19.9	22.5	21.6	21.0	19.9	22.5	21.6	20.2	20.1	24.1	21.4	22.0	21.6	20.2	21.6	20.2	20.1	24.1	21.4	22.0	21.6	20.2	20.1	24.1	21.4	22.0	21.6	
1950	22.1	19.7	20.3	19.0	21.3	22.1	20.3	20.0	20.7	19.4	19.7	19.7	19.0	21.9	18.8	19.7	22.5	21.7	18.8	19.7	22.5	21.7	19.8	20.0	19.5	21.7	22.1	19.7	19.8	21.7	19.8	20.0	19.5	21.7	22.1	19.8	20.0	19.5	21.7	22.1	19.8		
1949	21.8	19.6	19.9	19.0	21.4	23.0	20.6	20.0	20.9	18.5	20.4	18.0	22.8	21.9	27.0	20.0	25.5	22.8	27.0	20.0	25.5	22.8	27.0	24.3	24.3	22.0	22.8	27.0	20.0	25.5	22.8	27.0	24.3	24.3	22.0	22.8	27.0	24.3	24.3	22.0	22.8	27.0	
1948	22.0	19.6	19.5	19.0	20.0	23.8	19.6	24.5	20.3	19.4	20.1	25.5	23.8	23.8	23.4	19.8	25.5	23.8	23.4	19.8	25.5	23.8	23.4	19.7	24.3	22.0	22.8	23.4	19.8	25.5	23.8	23.4	19.7	24.3	22.0	22.8	23.4	19.7	24.3	22.0	22.8		
1947	22.7	19.9	19.7	20.0	20.0	24.7	19.8	20.0	21.1	20.0	20.8	20.8	23.8	23.8	19.8	19.9	22.4	23.8	19.8	19.9	22.4	23.8	23.8	19.9	24.3	22.0	22.8	19.8	19.9	22.4	23.8	23.8	19.9	24.3	22.0	22.8	19.8	19.9	22.4	23.8	23.8	19.9	
1946	22.																																										

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TABLE B.24

PERCENTAGE OF MILITARY PERSONNEL ON ACTIVE DUTY 30 JUNE 1976 EXPECTED TO CONTINUE ON ACTIVE DUTY TO RETIREMENT, BY PAY GRADE

GRADE	TITLE	DOO TOTAL	ARMY	NAVY	MARINE CORPS	AIR FORCE
O-10	GENERAL	91.7	98.9	99.1	99.4	98.2
O-9	LT. GENERAL	98.7	98.9	99.2	99.4	98.1
O-8	MAJ. GENERAL	98.7	98.9	99.2	99.3	98.0
O-7	BRIG. G	98.7	98.7	99.3	101.9	97.7
O-6	COLONEL.	97.8	98.2	98.4	98.7	96.8
O-5	LT. COL	96.8	96.2	96.1	98.0	95.4
O-4	MAJOR	86.7	96.7	82.5	93.8	88.4
O-3	CAPTAIN	64.3	73.6	54.8	63.0	61.4
O-2	1ST LT.	36.6	48.7	37.9	32.7	33.6
O-1	2ND LT.	27.6	28.1	29.8	18.9	28.1
COMMISSIONED OFFIC						
		66.3	70.7	63.0	56.5	66.3
M-4	CHIEF WARRANT	98.1	97.9	99.8	98.4	97.9
M-3	CHIEF WARRANTINT	96.8	96.1	98.1	97.7	0.
M-2	CHIEF WARRANTSS	87.7	85.8	95.1	86.2	0.
M-1	WARRANT OFFIC	74.1	74.6	88.2	70.3	0.
WARRANT OFFICERS						
		89.2	87.6	96.5	85.8	97.9
ALL OFFICERS						
		67.7	72.9	64.7	58.2	66.3
E-9	SGT. MAJOR SS	98.1	98.2	98.3	97.8	98.1
E-8	MASTER SERGEA	98.8	98.1	97.9	96.9	98.2
E-7	SGT. 1ST. CLA	96.5	96.5	96.8	93.1	97.8
E-6	STAFF SGT.	86.4	82.9	86.4	69.3	95.3
E-5	SERGEANT	61.9	56.5	59.7	34.4	76.9
E-4	CORPORA	27.5	26.3	25.2	14.1	34.3
E-3	PVT. 15	15.2	15.4	16.1	11.3	15.7
E-2	PRIVATE	13.1	13.4	12.7	10.4	14.1
E-1	RECRUIT	12.8	13.4	12.4	18.4	14.8
ALL ENLISTED						
		41.4	58.7	42.3	25.8	58.1
ALL PERSONNE						
		45.0	43.1	45.1	29.0	52.9

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TABLE B.25

ESTIMATED EDUCATIONAL LEVEL OF MILITARY PERSONNEL ON ACTIVE DUTY
SELECTED DATES, 1960-1976 a/
Department of Defense

	29 Feb 1960	31 Dec 1962	31 Dec 1963	31 Dec 1965	31 Dec 1967	31 Dec 1969	31 Dec 1970	31 Dec 1971	31 Dec 1972	31 Dec 1973	31 Dec 1974	31 Dec 1975	31 Dec 1976
	(Cumulative Percent)												
TOTAL OFFICERS													
- Graduated from College	53.8%	61.6%	66.3%	69.0%	68.6%	70.7%	73.4%	76.8%	79.2%	82.0%	83.8%	86.2%	86.4%
- Completed 2 or more years College	74.3	n.a.	n.a.	n.a.	79.9	81.2	82.8	85.0	86.9	88.0	90.1	92.0	92.0
- Completed some College	87.0	90.4	90.8	88.7	88.1	89.0	89.9	91.0	92.3	93.6	94.2	95.1	94.6
- Graduated from High School	98.6	99.4	99.6	99.6	99.8	99.8	99.9	99.9	99.9	99.5	99.3	99.4	99.3
- Total Officers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
COMMISSIONED OFFICERS													
- Graduated from College	57.2%	64.6%	69.4%	72.3%	72.9%	76.3%	78.8%	82.1%	84.5%	87.4%	88.8%	91.2%	91.6%
- Completed 2 or more years College	78.0	n.a.	n.a.	n.a.	84.1	86.3	87.8	89.9	91.6	93.5	94.3	95.5	95.7
- Completed some College	90.0	92.7	93.1	90.9	91.0	92.4	93.4	94.4	95.4	96.6	96.8	97.5	97.1
- Graduated from High School	99.4	99.6	99.7	99.7	99.9	99.9	100.0	100.0	99.9	99.6	99.4	99.5	99.4
- Total Commissioned Officers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
WARRANT OFFICERS													
- Graduated from College	3.7%	4.4%	4.1%	3.8%	3.0%	2.2%	2.5%	2.9%	3.6%	4.8%	6.1%	8.1%	9.5%
- Completed 2 or more years College	19.7	n.a.	n.a.	n.a.	16.1	18.4	17.2	15.9	13.3	22.3	26.5	31.2	35.3
- Completed some College	42.6	47.0	46.5	44.1	43.0	46.8	44.4	42.7	47.9	50.7	54.2	55.4	56.2
- Graduated from High School	87.7	95.9	96.7	97.5	98.4	99.0	99.4	99.5	99.4	98.8	99.0	98.2	98.2
- Total Warrant Officers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
ENLISTED													
- Graduated from College	1.5%	1.4%	1.4%	1.3%	2.2%	4.9%	5.8%	5.0%	2.7%	1.9%	1.7%	1.6%	2.4%
- Completed 2 or more years College	6.1	5.8	5.7	7.1	9.5	13.4	14.5	11.9	8.6	7.8	7.6	7.9	9.0
- Completed some College	13.5	15.7	16.7	19.7	21.5	21.3	22.7	22.5	15.9	15.8	15.7	16.6	17.9
- Graduated from High School	66.1	72.7	72.8	81.6	82.7	82.0	85.2	85.6	81.3	86.2	86.7	87.4	87.8
- Completed some High School	92.4	95.1	95.0	96.2	97.1	97.3	98.3	98.1	98.4	98.7	98.7	99.0	96.7
- Graduated from Grade School	98.0	98.6	98.3	98.5	99.2	99.1	99.3	99.3	99.6	99.6	99.5	99.6	99.5
- Total Enlisted	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	(Strengths in Thousands)												
TOTAL OFFICERS													
- Commissioned Officers	316	332	335	338	402	408	389	359	329	309	296	293	273
- Warrant Officers	296	316	318	322	378	377	361	338	307	289	278	266	252
- ENLISTED	20	17	16	14	25	31	28	21	22	20	18	17	17
	2,159	2,323	2,329	2,507	2,982	2,877	2,472	2,146	2,006	1,880	1,831	1,788	1,750

a/ The percentage distributions should be considered as approximate. The estimates were derived from available internal service reports approximating the "as of" dates and were weighted by the "as of date" service strengths to arrive at DoD totals. Sample survey data were used for the Air Force and Army where census tabulations were not available. The educational level definitions used by the services have varied slightly from period to period, but in general the data reflect highest educational attainment including G.E.D. credits.

Department of Defense
OASD (Comptroller)
Directorate for Management Information
Operations and Control
May 3, 1977

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TABLE B.26
PERCENT INCREASES IN ACTIVE DUTY BASIC PAY, MILITARY RETIRED PAY AND THE
CONSUMER PRICE INDEX, SINCE 1942

Calendar Year	Current Increase			Cumulative Increase		
	Active Duty Basic Pay All Personnel	20 Yrs. Svc. and Over	Military Retired Pay	Active Duty Basic Pay All Personnel	20 Yrs. Svc. and Over	Military Retired Pay
1946	23.7%	12.7	14.7%	23.7%	12.7%	14.7%
1949	22.9	20.0	23.3 1/	52.0	35.3	41.4
1952	4.0	4.1	4.0	58.1	40.8	47.1
1955	10.0	11.1	15.9	73.9	56.4	70.5
1958	8.3	15.6	6.0	88.3	80.7	80.7
1963	14.2	14.7	7.7 2/	115.0	107.3	94.6
1964	2.3	2.5	3/	120.0	112.5	94.6
1965	10.4	7.4	4.4	142.9	128.2	103.2
1966	3.2	3.2	3.7	150.6	135.6	110.7
1967	5.6	5.6	3/	164.7	148.8	110.7
1968	6.9	6.9	3.9	182.9	165.9	118.9
1969	12.6	12.6	9.5	218.6	199.4	139.7
1970	8.1	8.1	5.6	244.5	223.7	153.1
1971	22.2	7.9	4.5	320.9	249.4	164.5
1972	14.4	14.4	4.8	381.5	299.6	177.2
1973	6.2	6.2	6.1	411.1	324.2	194.1
1974	5.5	5.5	12.1	439.3	347.5	229.7
1975	5.0	5.0	12.8	466.3	369.9	271.9
1976	3.62	3.62	5.4	486.8	386.9	292.0

1/ For personnel under the Career Compensation Act; other retired personnel received no increase.
No average increase is available.

2/ This is an average rate. Personnel who recomputed their retired pay received an average 10.2% increase.

3/ Personnel retired under previous pay scales received no increase; those retiring under the new scale received the increase provided by the new scale.

Note: The Consumer Price Index used was the average for all items for the calendar year, 1967=100.
The active duty basic pay index used is based on the FY 1964 budget number of active duty personnel by pay grade and pay step.

OASD(M&RA)
Actuary
November 9, 1976
(2,022)

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TABLE B.27
MILITARY AND CIVILIAN MONTHLY COMPENSATION SELECTED YEARS,
1908-1976, \$

Year	0-6 <u>1/</u>	0-1 <u>2/</u>	E-6 <u>3/</u>	E-1 <u>4/</u>	Civilian <u>5/</u>
1908	530	179	65	15	43
1922	600	183	97	21	99
1932	550	168	97	21	95
1933	510	156	82	18	89
1935	600	183	97	21	96
1941	600	183	111	31	122
1942	645	252	180	50	144
1946	694	282	206	75	198
1949	832	331	281	120	240
1952	881	356	319	134	288
1955	965	356	346	129	327
1958	1,170	356	372	129	372
1963	1,303	380	425	133	446
1964	1,330	399	433	133	468
1967	1,503	479	500	162	526
1970	1,889	576	618	193	643
1973	2,496	790	816	431	774
1976	2,898	920	947	503	969

1/ 0-6 with 27 YOS; includes basic pay and allowances for subsistence and quarters with one or more dependents.

2/ 0-1 with 0 YOS; includes basic pay and allowances for subsistence and quarters with one or more dependents.

3/ E-6 with 15 YOS; includes basic pay and allowance for quarters with more than two dependents.

4/ E-1 with 0 YOS; includes basic pay and allowance for quarters with one dependent.

5/ Wages and salaries per full-time equivalent employees all industries.

OASD (M&RA) Actuarial Consultant, 17 August 1965; Military Compensation Background Papers, Third Quadrennial Review of Military Compensation, OSD, 19; Historical Statistics of the United States: Colonial Times to 1970, Part 1; National Income and Product Accounts of the United States 1929-1974; Survey of Current Business, July 1977.

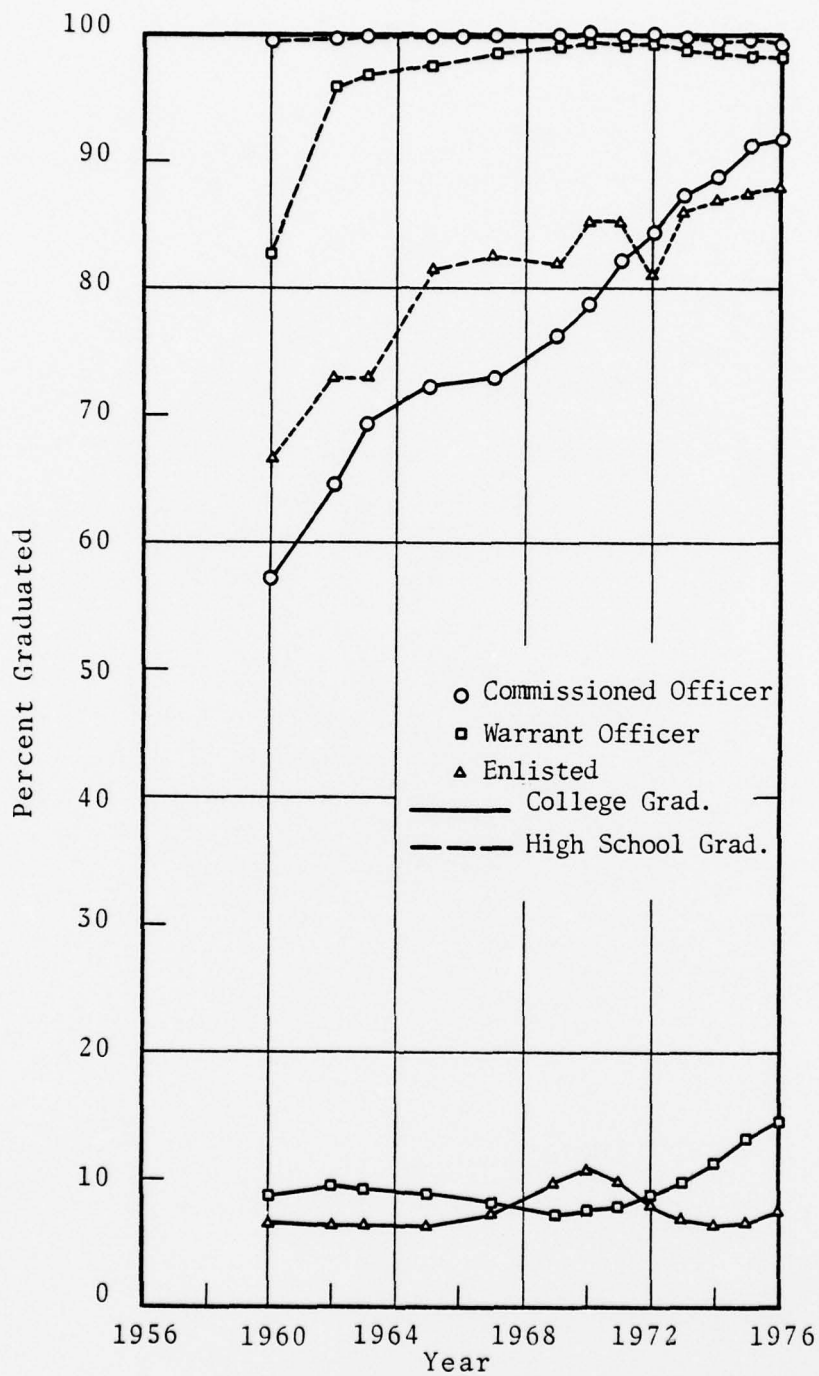


FIGURE B.14

ESTIMATED EDUCATIONAL LEVEL OF MILITARY PERSONNEL ON ACTIVE DUTY, SELECTED DATES, 1960-1976

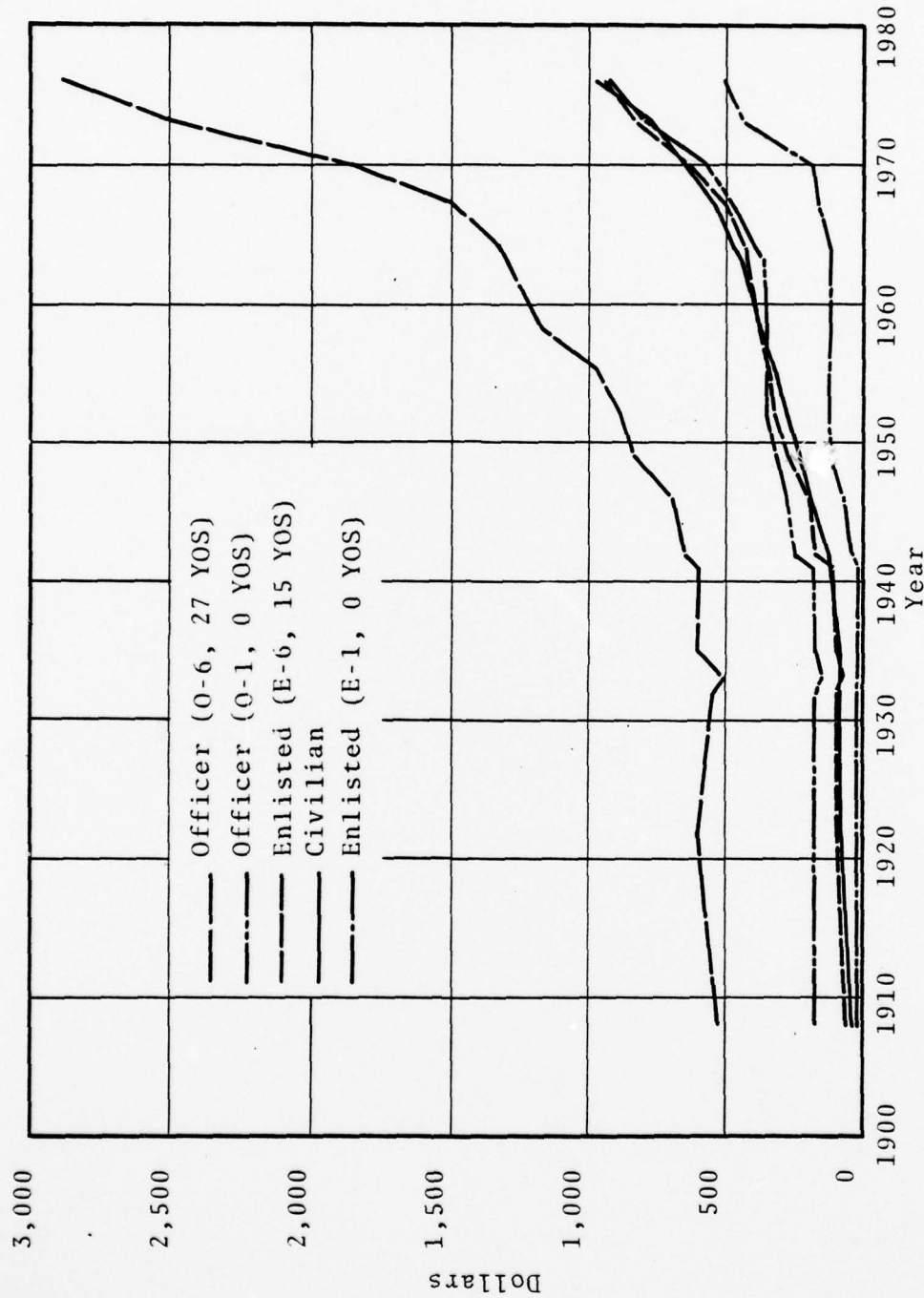


FIGURE B.15

MILITARY AND CIVILIAN MONTHLY COMPENSATION, SELECTED YEARS, 1908-1976

TABLE B.28
MEDIAN AGE AND LIFE EXPECTANCY FOR U.S. POPULATION, 1900-1976

Year	Median Age-Males	Male Life Expectancy At Age 20	Male Life Expectancy At Age 40	Female Life Expectancy At Age 20	Median Age-Females
1900	23.3	41.4	27.2	43.0	22.4
1910	24.6	41.7	26.8	43.9	23.5
1920	25.8	44.9	29.6	45.6	24.7
1930	26.7	45.1	28.7	47.4	26.2
1940	29.1	47.0	29.5	50.5	29.0
1950	29.9	48.9	30.8	53.8	30.5
1960	28.7	49.6	31.2	55.5	30.4
1970	26.8	49.6	31.5	56.7	29.3
1975	27.6	50.8	32.6	58.1	30.0
1976	27.8	--	--	--	30.2

Sources: Historical Statistics of the U.S.: Colonial Times to 1970; Statistical Abstract of the U.S., 1976; Current Population Reports #P25-643, January 1977.

TABLE B.29
MAJOR CAUSES OF DEATH IN THE UNITED STATES, 1900-1975

Year	Major Cardio-vascular-Renal Diseases	Influenza and Pneumonia	Tuberculosis, All Forms	Gastritis, Duodenitis, Enteritis, and Colitis	Malignant Neoplasms	Motor Vehicle Accidents	Falls and Other Accidents
1900	345.2	202.2	194.4	142.7	64.0	--	72.3
1910	371.9	155.9	153.8	115.4	76.2	1.8	82.4
1920	364.9	207.3	113.1	53.7	83.4	10.3	59.7
1930	414.4	102.5	71.1	26.0	97.4	26.7	53.1
1940	485.7	70.3	45.9	10.3	120.3	26.2	47.0
1950	510.8	31.3	22.5	5.1	139.8	23.1	37.5
1960	521.8	37.3	6.1	4.4	149.2	21.3	31.0
1970	496.0	30.9	2.6	0.3	162.8	26.9	29.5
1975	455.8	26.1	1.6	0.3	171.7	21.5	26.8

- Deaths per 100,000 population

- Excludes fetal deaths

Sources: Historical Statistics of the U.S.: Colonial Times to 1970; U.S. Public Health Service, HEW, Publications Office.

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TABLE B.30
 UNEMPLOYMENT RATES FOR SELECTED GROUPS IN
 THE LABOR FORCE, 1900-1977

Year	All Civilian Workers	Year	All Civilian Workers
1900	5.0	1924	5.0
1901	4.0	1925	3.2
1902	3.7	1926	1.8
1903	3.9	1927	3.3
1904	5.4	1928	4.2
1905	4.3	1929	3.2
1906	1.7	1930	8.7
1907	2.8	1931	15.9
1908	8.0	1932	23.6
1909	5.1	1933	24.9
1910	5.9	1934	21.7
1911	6.7	1935	20.1
1912	4.6	1936	16.9
1913	4.3	1937	14.3
1914	7.9	1938	19.0
1915	8.5	1939	17.2
1916	5.1	1940	14.6
1917	4.6	1941	9.9
1918	1.4	1942	4.7
1919	1.4	1943	1.9
1920	5.2	1944	1.2
1921	11.7	1945	1.9
1922	6.7	1946	3.9
1923	2.4	1947	3.9

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TABLE B.30 (Cont)

Year	All Civilian Workers	Males 20 Yr and Over	Year	All Civilian Workers	Males 20 Yr and Over
1948	3.8	3.2	1963	5.7	4.5
1949	5.9	5.4	1964	5.2	3.9
1950	5.3	4.7	1965	4.5	3.2
1951	3.3	2.5	1966	3.8	2.5
1952	3.0	2.4	1967	3.8	2.3
1953	2.9	2.5	1968	3.6	2.2
1954	5.5	4.9	1969	3.5	2.1
1955	4.4	3.8	1970	4.9	3.5
1956	4.1	3.4	1971	5.9	4.4
1957	4.3	3.6	1972	5.6	4.0
1958	6.8	6.2	1973	4.9	3.2
1959	5.5	4.7	1974	5.8	3.9
1960	5.5	4.7	1975	8.5	6.8
1961	6.7	5.7	1976	7.7	5.9
1962	5.5	4.6	1977	7.0	5.2

Sources: Historical Statistics of the United States: Colonial Times to 1970, Part 1; Employment and Earnings February 1977; Bureau of Labor Statistics, Division of Employment and Unemployment Analysis.

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TABLE B.31
ECONOMIC INDICATORS, 1929-1976

Date	Income <u>1/</u>	Pop. <u>2/</u>	PCI <u>3/</u>	Date	Income	Pop.	PCI
1929	229.8	121.8	1,887	1953	397.4	160.2	2,481
1930	210.6	123.2	1,709	1954	402.1	163.0	2,467
1931	201.7	124.1	1,625	1955	425.9	165.9	256.7
1932	174.3	124.9	1,396	1956	444.9	168.9	2,634
1933	169.7	125.7	1,350	1957	453.9	172.0	2,639
1934	179.7	126.5	1,421	1958	459.0	174.9	2,624
1935	196.6	127.4	1,543	1959	477.4	177.8	268.5
1936	220.7	128.2	1,722	1960	487.3	180.7	2,697
1937	227.8	129.0	1,766	1961	500.6	183.7	2,725
1938	212.8	120.0	1,637	1962	521.6	186.5	2,797
1939	230.1	131.0	1,756	1963	539.2	189.2	2,850
1940	244.3	132.6	1,842	1964	577.3	191.9	3,008
1941	278.1	133.9	2,077	1965	612.4	194.3	315.2
1942	317.3	135.4	2,343	1966	643.6	196.6	3,274
1943	332.2	137.2	2,421	1967	669.8	198.7	3,371
1944	343.9	138.9	2,476	1968	695.2	200.7	3,464
1945	338.6	140.5	2,410	1969	712.3	202.7	3,514
1946	332.4	141.9	2,342	1970	741.6	204.9	3,619
1947	318.8	144.7	220.3	1971	769.0	207.1	3,713
1948	335.5	147.2	2,279	1972	801.3	208.8	3,838
1949	336.1	149.8	2,244	1973	854.7	210.4	4,062
1950	361.9	152.3	2,376	1974	842.0	211.9	3,974
1951	371.6	154.9	2,399	1975	857.3	213.6	4,014
1952	382.1	157.6	2,424	1976	890.3	215.1	4,139

1/ Disposable personal income--billions of constant (1972) dollars.

2/ Mid-year population (including armed forces--millions).

3/ Per capita disposable income in constant (1972) dollars=income/pop.

Sources: Survey of Current Business, July 1977; National Income and Product Accounts of the U.S. 1929-1974; Historical Statistics of the U.S.: Colonial Times to 1970, Part 1.

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F/G 5/9

MILITARY RETIREMENT: THE ROLE OF YOUTH AND VIGOR. VOLUME II.(U)

FEB 78 R A HOLMES, T C HILLSMAN, E M SMALL

MDA903-78-C-0177

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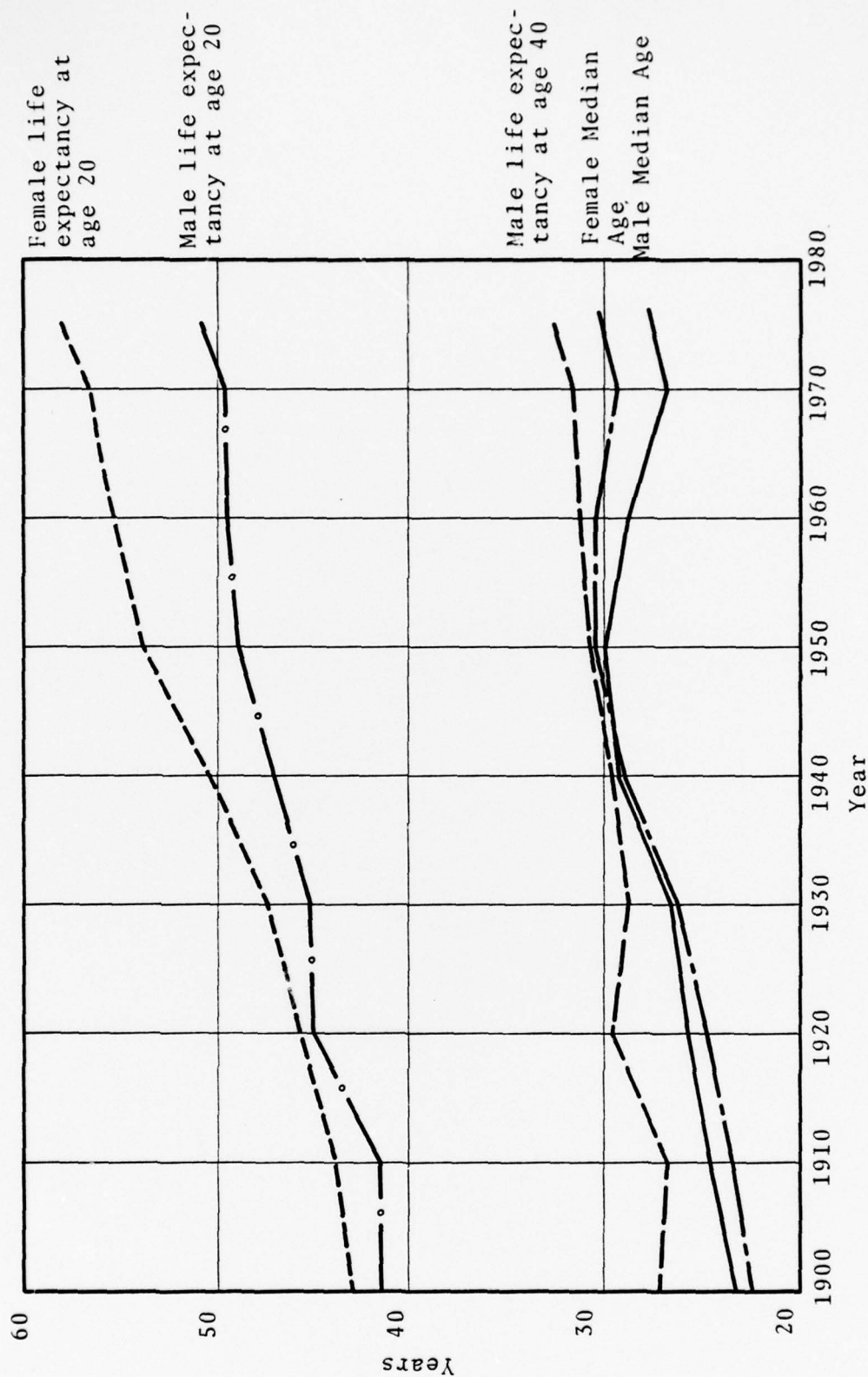


FIGURE B.16
MEDIAN AGE AND LIFE EXPECTANCY FOR U.S. POPULATION,
1900-1976

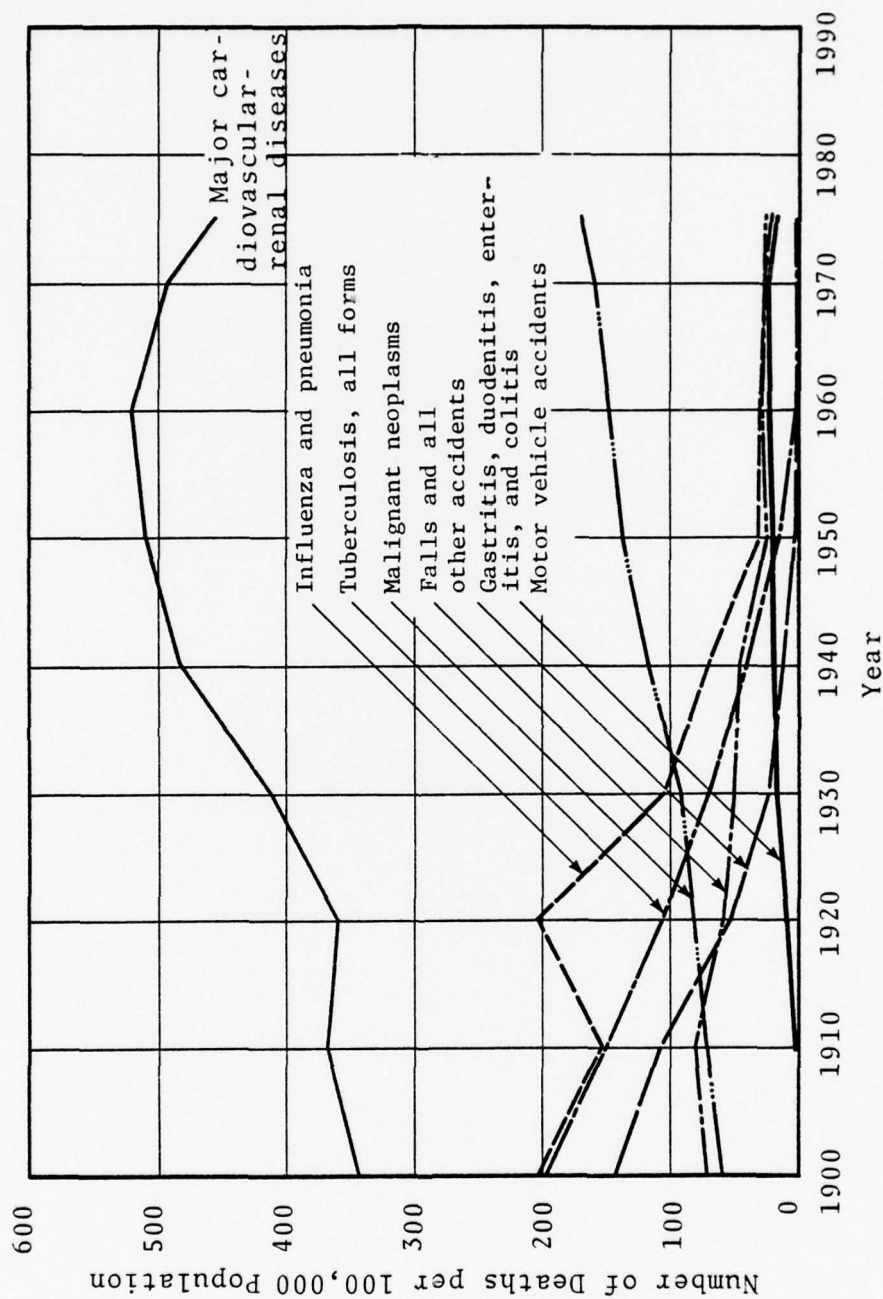


FIGURE B.17
MAJOR CAUSES OF DEATH IN THE UNITED STATES, 1900-1975

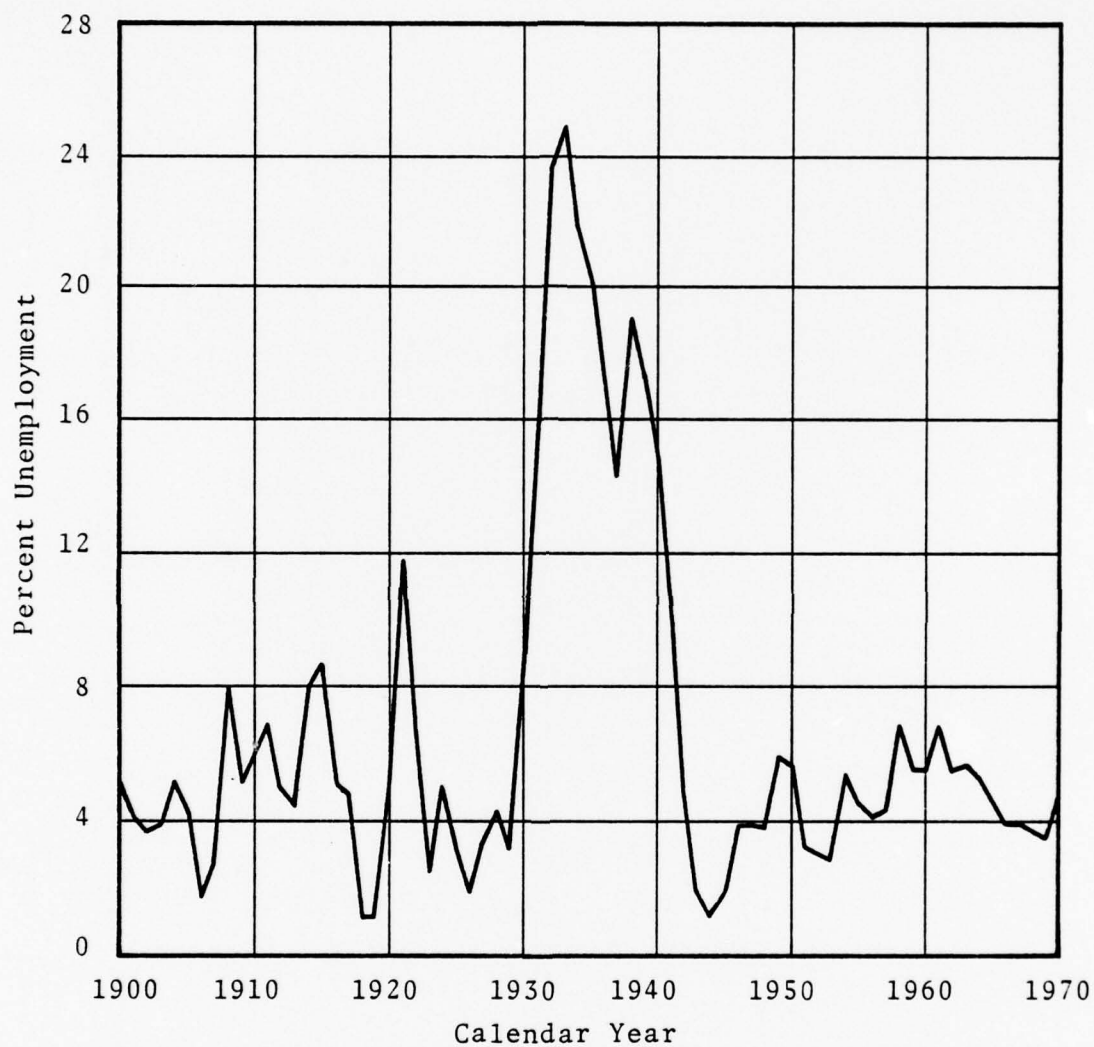


FIGURE B.18
UNEMPLOYMENT RATES, 1900-1970,

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APPENDIX C ANALYSIS OF THE HOOK COMMISSION RECOMMENDATIONS

INTRODUCTION

C.1 This section presents the results of an investigation that examines the Advisory Commission on Service Pay (Hook Commission) recommendations and ascertains the reasons why certain recommendations were not adopted in the Career Compensation Act of 1949. Specifically, the reasons for not adapting the recommendation to extend the years of service required for retirement are addressed.

BACKGROUND

C.2 In 1948, Defense Secretary James Forrestal established the Advisory Commission on Service Pay to review military pay systems. This commission was composed of Charles R. Hook, chairman of the board, Armco Steel Corporation (chairman); Reverend John J. Cavanaugh, president, Notre Dame University; Mr. Keith S. McHugh, vice president, American Telephone and Telegraph Company; and Lawrence H. Whiting, president, American Furniture Mart Building Company, and Whiting and Company. In December of 1948, the Hook Commission issued an extensive report and most of its recommendations regarding basic and special pay and physical disability retirement were included in the Career Compensation Act of 1949 (Public Law 351). However, its recommendations on voluntary retirement were not included in the final legislation.

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PROPOSED LEGISLATION OF THE HOOK COMMISSION

C.3 The recommendations of the Hook Commission were originally embodied in H.R. 2553 of the 81st Congress. This legislation was referred for hearings to a subcommittee of the House Committee on Armed Services chaired by Representative Paul J. Kilday. The pertinent sections of the original bill are reproduced below. Basically, the bill would have restricted voluntary retirement to the following group of officers:

- (1) Those who reach age 60 and who have completed at least 20 yr of active military service.
- (2) Those completing 30 or more years of active military service, at the discretion of the Secretary concerned.
- (3) Those completing 25 yr of active military service, providing they have once failed selection to the next higher grade, at the discretion of the Secretary.

This bill, as originally drafted, preserved the right to apply for voluntary retirement for those officers who would have completed 20 or more years active military service on the date of enactment of the bill.

C.4 The bill also would have authorized voluntary retirement to enlisted personnel on the following basis:

- (1) Upon request following completion of 30 yr of active military service.
- (2) Upon request, but at the discretion of the Secretary, following the completion of at least 25 yr of active military service.

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- (3) Upon request at age 50 and with at least 20 yr of active service.

Those enlisted men who would have completed at least 20 yr of service upon the date of enactment, or who would complete 20 yr in their current enlistment, would be allowed to apply for retirement on the same basis as those having 25 yr of active service.

C.5 The retired pay for each of the groups would have been computed according to the usual 2.5% formula and based on the new rates of pay.

TITLE IV—PROVISIONS RELATING TO VOLUNTARY RETIREMENT AND SEPARATION, TO DISABILITY AND OTHER INVOLUNTARY RETIREMENT AND SEPARATION, AND TO RETIREMENT AND SEVERANCE PAY

VOLUNTARY RETIREMENT AND SEPARATION

Sec. 401. (a) Officers who have completed twenty or more years of active Federal service and have attained the age of sixty or more years shall, if retirement for age is not mandatory, upon making application therefor, be retired with service retirement pay computed by the application of the retirement pay formula as prescribed in section 412 of this title.

(b) Officers (1) of the Army, Navy, Air Force, and Marine Corps who have once failed of selection for promotion to a grade or rank higher than that held at the time of application, (2) of the Coast Guard who are not promoted after having once been considered for promotion to a grade or rank higher than that held at the time of application, and (3) of the Public Health Service who have once failed examination for promotion to a grade or rank higher than that held at the time of application, and who have completed twenty-five or more years of active Federal service prior to attaining the age of sixty years, may, upon making application therefor and subject to the approval of the Secretary concerned, be retired with service retirement pay computed by the application of the retirement pay formula as prescribed in section 412 of this title.

(c) Officers who have completed thirty or more years of active Federal service prior to attaining the age of sixty years may, at any time prior to attaining such age, upon making application therefor and subject to the approval of the Secretary concerned, be retired with service retirement pay computed by the application of the retirement pay formula as prescribed in section 412 of this title.

(d) Enlisted persons of the uniformed services who have completed twenty or more but less than thirty years of active Federal service and have attained the age of fifty or more years, and enlisted persons of the uniformed services who have completed thirty or more years of active Federal service, shall, upon making application therefor, be retired with service retirement pay computed by the application of the retirement pay formula as prescribed in section 412 of this title.

(e) Enlisted persons of the uniformed services who are serving on active duty and have completed twenty-five or more but less than thirty years of active Federal service may, upon making application therefor and subject to the approval of the Secretary concerned, elect either to be retired and receive service retirement pay computed by the application of the retirement pay formula as prescribed in section 412 of this title, such pay to begin on the effective date of retirement, or to be separated from their service and receive severance pay computed by the application of the severance pay formula as prescribed in section 413 of this title.

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C.6 The Committee's rationale for this recommendation was outlined by Mr. McHugh in a statement before the subcommittee on February 21, 1949. He testified that:

Present law provides that an officer can request retirement after 20 years of service without regard to age. Normally an officer with this length of service would be about 42 years of age. We think it unreasonable that such an officer should be granted retirement with a life annuity at such an age when during the next 10 or 15 years he should be in his prime in contributing to his Government the results of years of training and experience. The option to grant the request should not be left to the whims of the then current administrator. Nor is this early retirement necessary as an administrative tool to eliminate undesirable men; good management does not need a crutch of this kind to effect separations that are in the interest of the service. ^{1/}

C.7 The Services' response to this proposal was mixed. Vice Admiral William M. Fletcher, Deputy Chief of Naval Operations, testified that the Navy favored retaining the existing retirement law. He cited two specific problems with the 30-yr retirement. First, he claimed that it would destroy the Fleet Reserve. Second, it would block the promotions of younger persons. He further stated that both these arguments had been presented to the Commission, but they apparently did not agree with his reasoning. ^{2/}

^{1/} United States Congress, House of Representatives, Subcommittee of the Committee on Armed Services, Hearings H.R. 2553, 1949, p. 1440.

^{2/} Ibid., pp. 1871-1975.

C.8 Major General Richard E. Nugent represented the Air Force at the hearings. He stated that the Air Force supported the Navy's position. He testified that the 20-yr retirement allows for an orderly transfer of excess personnel to the reserves and that it is a useful and effective device for recruiting and re-enlistment. He specifically cited the high cost of training Air Force personnel in their technical specialty. He felt that most enlisted men would get out of the Air Force after 6 yr if they were not permitted to receive retirement benefits at the end of 20 yr. ^{3/}

C.9 Colonel Smith presented the Army's position. He stated that the Army "went along with the Hook Commission" regarding enlisted men because they were not faced with the problem of more senior personnel blocking promotions. The Army felt that the Hook Commission proposal was "equitable and sound," ^{4/} and that on a long range basis, it would not have an ill effect. From this testimony it is clear that in the Navy and Air Force the 20-yr retirement was being used as a management tool to force out unwanted men and these services feared the loss of this useful tool.

C.10 The subcommittee also heard from several servicemen on the voluntary retirement issue. These men supported the present 20-yr system, generally citing that 20 yr is sufficient for someone subject to call 24 hr a day. Most men felt that they would remain longer than 20 yr, but that it was desirable to have the option to retire after 20 yr.

^{3/} Ibid., pp. 1873-1888.

^{4/} Ibid., pp. 1873.

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REVISED RETIREMENT LEGISLATION: H.R. 5007

C.11 A revised proposal of Title 4 was prepared by the Services. This proposed draft was presented to the subcommittee on 11 April 1949 by Vice Admiral Fletcher. Basically, this established a contingent disability list but excluded the portions of the original bill that extended the period for voluntary retirement. It also failed to address the issue of whether or not the retirement system should be contributory. After minor changes in the special pay and physical disability sections, the Services' proposed draft became H.R. 4591, the successor to H.R. 2553.

C.12 In the hearings on H.R. 4591, the subcommittee revealed its reasons for the revisions. Subcommittee chairman Representative Kilday stated:

. . . while the subcommittee has accepted many of the recommendations of the Hook Commission, it has not accepted them all and, in some instances, we have made fundamental changes in the initial legislative draft.

Originally the proposed bill contained revisions of voluntary and involuntary retirement laws. The subcommittee was of the opinion that the subject of voluntary and involuntary retirement was so complex, so vast and would have such far-reaching effects upon the services that an attempt to revise or rework their laws should be held in abeyance until some future date, when it could be made a separate study. Furthermore, it should be remembered that the Congress within the past 3 years carefully considered all of the voluntary and involuntary retirement laws, as indicated by Public Law 305 of the 79th Congress and Public Law 381 and 810 of the 80th Congress. ^{5/}

^{5/} United States Congress, House of Representatives, Subcommittee of the Committee on Armed Services, Hearings, H.R. 4591, 1949, pp. 2286.

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C.13 The subcommittee also presented similar reasons for avoiding the issue of whether the retirement system should be contributory. Representative Kilday testified that since:

. . . such a proposal would entail a vast amount of further study, extensive statistical analysis, and lengthy hearings, we determined that it was not feasible to adopt such a program at this time. . . . It should be the subject of a special and separate study. The pay and physical disability retirement provisions, we feel, are of such importance to the welfare of the Nation that they should be enacted at this session of the Congress and should not be further delayed. ^{6/}

C.14 In summary, the revised bill addresses the issues of basic and special pays and physical disability retirements, but excludes extending the years of service required for retirement and the issue of making the system contributory.

CONCLUSIONS

C.15 Based on this analysis, it is concluded that the Congress decided that the subject of voluntary and involuntary retirement and the issue of a contributory retirement system should be the subject of a special and separate study because of:

- a. The complexity, vastness, and far-reaching effects of the subjects
- b. The importance of enacting the pay and physical disability retirement recommendations of the Hook Commission without further delay.

^{6/} Ibid.

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APPENDIX D
COMBAT DUTY AND MORTALITY RATE
IMPACTS ON RETIREMENT POLICY

INTRODUCTION

D.1 This appendix discusses combat duty definitions and mortality as they affect Department of Defense (DoD) compensation and retirement policies. Various definitions of combat duty are discussed along with the limitations that apply to each. Trends in mortality rates as they affect military-age males are presented and interpreted, and the impact of these changes in mortality on combat duty is discussed.

COMBAT DUTY

D.2 The role of combat duty in compensation and retirement policies has become the focus of increasing attention in DoD. The Defense Manpower Commission, for instance, recommended in its May 1976 report that combat duty be given 1.5 times the weight of noncombat duty in determining retirement eligibility. There are a number of questions, however, as to whether such a distinction can be made and, if so, whether it should be made.

Definition

D.3 The first problem encountered in a discussion of combat duty is the definition. A frequently used DoD definition states that combat manpower includes all military personnel serving in activities included in the Defense Planning and Programming

categories of Strategic and General Purpose Forces (including reserve units).^{1/} Table D.1 provides the percentage distribution of DoD personnel that would fall in this category if such a definition were adopted.

D.4 Obviously, the definition is very broad if percentage of personnel covered is an indicator. Examination of the included program element structure shows that operational headquarters, communications systems, and supporting activities such as tender ships are included as well as the missile-carrying submarines, B-52 bombers and Minutemen missile systems. This definition can also include base operations and training directly identified with Strategic and General Purpose Forces operations.

D.5 Alternative Definition. An alternative approach in defining combat duty was used by the Defense Manpower Commission. This definition emerged from an effort that proposed a 4-way occupational classification system that included combat, technical, administrative and professional skills.^{2/} Identification of the combat skills is displayed in Table D.2.

D.6 It can be seen that the alternative definition used by the Defense Manpower Commission is much more restrictive. Only those skills that do not reasonably fit into the other three areas show up in the combat category.

D.7 Women. Further complicating the problem of definitions is the increased use of women in the military service. Each

^{1/} Manpower Requirements Report for FY 1978, Department of Defense, Washington, D.C., March 1977.

^{2/} Defense Manpower Commission Staff Studies, Vol. IV, pp. R7-16, U.S. Government Printing Office, Washington, D.C., 1975.

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TABLE D.1

PERCENT OF MANPOWER 1/ IN STRATEGIC AND GENERAL PURPOSE FORCES

Components		FY 1976	FYTQ	FY 1977	FY 1978	FY 1979
		Actual		FY 1978 Budget	Auth.	
DoD:	Active	49.1	48.7	49.6	50.3	50.5
	Selected Reserve	80.7	80.5	80.5	83.4	83.8
	Civilian	8.5	8.4	8.6	8.8	8.8
Army:	Active	59.4	58.8	58.8	59.7	59.7
	National Guard	91.8	91.0	91.4	91.1	91.8
	Selected Reserve	70.7	70.6	70.1	68.9	69.1
Navy:	Civilian	11.8	1.6	11.9	11.8	11.8
	Active	48.5	47.9	49.7	49.8	51.0
	Selected Reserve	60.2	60.5	62.6	100.0	100.0
Marine Corps:	Civilian	2.2	2.2	2.5	2.7	2.9
	Active	56.3	55.4	56.2	57.3	57.3
	Selected Reserve	90.5	89.1	90.1	90.9	91.6
Air Force:	Civilian	0.0	0.0	0.0	0.0	0.0
	Active	33.5	33.8	34.7	35.3	35.0
	Air National Guard	82.2	82.2	91.3	81.5	81.7
	Selected Reserve	71.1	71.2	68.1	70.8	70.8
	Civilian	13.6	13.5	14.0	14.4	14.3

-- Percentages are based on end-strength requirements (in thousands).

1/ Total includes individuals (transients, patients, prisoners, holdees, trainees, students, and cadets).

Source: Manpower Requirements Report for FY 1978, pp. II-20-II-36.

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TABLE D.2
REPRESENTATIVE COMBAT SKILLS GROUPING DEFINED IN DEFENSE
MANPOWER COMMISSION STUDIES

Army (Enlisted Personnel)	Air Force (Officer Personnel)
Infantry	Pilots
Armor	Navigators
Combat Engineer	Weapons Directors
Field Artillery (gun)	Missile Operations
Field Artillery (missile)	Special Operations
Air Defense Artillery	Munitions
Combat Surveillance/Target Acquisition	Security Police
Landing Craft Operation	Air Commander
Military Police	Missile Commander
Artillery Surveyor	Director of Operations
Special Forces	Pilot and Navigator Trainees
Paratroops	

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service has its own definition of combat duty to meet the statutory requirements prohibiting the assignment of women to combat duty. In the Army, women are not assigned to units whose mission is to seize and hold territory or to engage the enemy in direct combat. In the Navy, women are not assigned to duty on vessels other than hospital ships and transports. The Marine Corps extends the Navy restriction to include ground combat forces. Finally, the Air Force will not assign women to duty on aircraft engaged in combat missions, and since any plane in flight is considered to be potentially in combat, women are therefore generally barred from all directly flying-related jobs (although some pilot training for women has been under way since December 1975). In some cases, these service restrictions are due to policies, while in other cases they are the result of actual legislation. ^{3/}

Crediting Combat Service

D.8 Actual Versus Potential Combat. The preceding paragraphs have illustrated the difficulties involved in trying to define and measure combat manpower. Further complicating matters is the distinction between noncombat jobs in a combat environment and actual combat jobs. While only the latter engage in direct combat, both groups are subject to many of the same risks and demands, and it can easily be argued that both should receive extra credit for their service in these positions. In addition, there are distinctions to be made between officers and enlisted personnel and between headquarters and field staff. It has been suggested, for instance, that jobs in a higher headquarters within the combat arms should have a lower combat value in determining

^{3/} Delores Battle, "Women in the Defense Establishment," May 1975, Defense Manpower Commission, Defense Manpower Commission Staff Studies and Supporting Papers-Vol. IV: Developing and Utilizing the Total Force and Shaping the Future Military Career Force, May 1976.

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incentive and experience multipliers than noncombat jobs such as the manual loading of explosive ordnance. ^{4/}

RELATED VARIABLES

D.9 One of the arguments for a youthful and vigorous force stems from the need for personnel to withstand the vigors of a combat environment, including wound survivability and resistance to disease. This was a salient problem in earlier times. For example, in the Spanish-American War of 1898, the U.S. Army and U.S. Navy suffered 298 combat deaths in the 4-month war. However, during the war and its immediate aftermath, U.S. forces sustained 5,000 deaths due to disease. ^{5/} The logical outgrowth of this type of occurrence would stress acquisition of personnel that, by existing mortality experience, would have the highest chance of survival to wounds received and disease. Recent trends in mortality, life expectancy and median age have altered these arguments. The following paragraphs will discuss these trends and the conclusions that can be drawn from the information contained.

Mortality Rates

D.10 Since 1900 there have been substantial reductions in mortality rates of military-age males in the United States. Table

^{4/} Richard A. Kuzmack et al., "New Initiatives for the Military Estate Program," Defense Manpower Commission, Defense Manpower Commission Staff Studies and Supporting Papers--Volume V: Compensation and Retirement, May 1976.

^{5/} David C. Whitney, "Graphic Story of the American Presidents," J. J. Ferguson Publishing Company, Chicago, Ill., p. 228, 1973. (Figures on deaths vary. A second source (DoD OASD Comptroller Directorate of Information Operations) places battle deaths at 385 and other deaths at 2,061.)

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D.3 provides the overall mortality rates for selected years starting at 1900 for males in age groups 25-34, 35-44, and 45-54.

TABLE D.3
DEATH RATES IN UNITED STATES FOR MALES FOR ALL CAUSES
(per 100,000 eligibles)

Age Group	Calendar Year				
	1900	1920	1940	1960	1975
25-34	1,447.1	650.7 (55)	338.4 (72)	187.9 (87)	202.7 (86)
35-44	1,915.5	841.4 (56)	588.1 (69)	372.8 (81)	346.9 (82)
45-54	2,734.6	1,258.9 (54)	1,248.8 (54)	992.2 (64)	856.3 (69)

(Numbers in parentheses indicate percent reduction since 1900.)

Table D.4 provides a similar breakdown of death rates from the three major causes of death (as of 1900) for the same three age groups. It is clear that the major killer, tuberculosis, has been virtually eliminated from the scene. Other maladies that affect the respiratory system, influenza and pneumonia, have been reduced to 5% or less of their 1900 levels. Even the violent death category has seen an overall death rate reduction in excess of 50%. Presumably, this is due to faster and improved health care after an accident or suicide/homicide attempt.

D.11 Two major reasons exist for these reductions in mortality rates. First, the advances in medical science and the discovery of new antibiotic medicines have provided the means to successfully combat diseases. Second, improved public hygiene and safety practices, combined with more readily accessible health care delivery services, have reduced the spread of and provided faster medical

response to disease. Thus, the incidence probabilities of many diseases have been substantially reduced since 1900 and, where contracted, many of the nonsurvivable diseases or injuries of the 1900 period are now survivable, albeit serious.

TABLE D.4
DEATH RATES IN UNITED STATES FOR MALES
FOR THREE LEADING CAUSES AS OF 1900

Cause and Age Group		Calendar Year ^{1/}				
		1900	1920	1940	1960	1975
Influenza and Pneumonia	25-34	148	154 (-18)	18 (88)	5 (97)	3 (98)
	35-44	212	183 (14)	34 (84)	12 (94)	7 (97)
	45-54	312	180 (42)	65 (79)	27 (91)	15 (95)
Tubercu- losis	25-34	486	164 (66)	56 (88)	2 (≈100)	<1 (≈100)
	35-44	475	167 (65)	75 (86)	6 (99)	1 (≈100)
	45-54	442	165 (63)	96 (78)	14 (97)	3 (99)
Violent Deaths ^{2/}	25-34	233	131 (44)	127 (46)	102 (56)	128 (45)
	35-44	294	140 (52)	135 (54)	99 (66)	112 (62)
	45-54	297	149 (49)	166 (43)	119 (59)	112 (62)

^{1/} Numbers in parentheses indicate reduction since 1900.

^{2/} Violent deaths include accidents, homicides and suicides.

Combat Involvement

D.12 In the area of combat duty, two trends in particular are worth noting. First, the relative number of enlisted military personnel in ground combat and general duty occupations has fallen from roughly 90% during the Civil War to 40% in World War I, 30% in World War II, and under 20% in the 1960s. While the previously mentioned definitional compatibility problems make

it difficult to obtain more recent figures, Table D.5 shows a declining share of total military manpower in combat occupations or skills. At the same time, Table D.6 shows that wartime casualty rates have been falling. Battle deaths have fallen from 6.3% of the total number serving in the Civil War to 1.8% in World War II and 0.5% in Vietnam. Other deaths have fallen even more rapidly, from 10.1% of the total serving in the Civil War to 0.7% in World War II and 0.1% in Vietnam. Finally, non-mortal wounds have fallen from 12.7% of those serving in the Civil War to 4.2% in World War II and 1.8% in Vietnam. Therefore, the probability of seeing combat duty, the risk of death or injury directly associated with combat, and the risk of death due to conditions directly related to difficult field conditions (such as an adverse weather environment) have been substantially reduced in conflicts over the past 115 yr.

Other Variables

D.13 Other factors relate to the issue of combat duty and youth and vigor. First, the nature of warfare has changed due to technological advances. Hand-to-hand combat probably reached a zenith in World War I. Since then ground warfare has changed with more mechanization, artillery and mortar fire, and dispersion of ground troops rather than concentrated masses as seen in the Civil War and in World War I.

D.14 On the other hand, the U.S. military has adopted policies of personnel management that involve rotation of personnel into and out of combat areas. This policy means that over time, more personnel are directly exposed to combat hazards, but their period of exposure is not as long. The recent Southeast Asia (Vietnam) actions saw all military services using a rotation policy. Examples were tour rotation after serving 12 or 13 months

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TABLE D.5
OCCUPATIONAL DISTRIBUTIONS OF DOD ENLISTED POSITIONS
(in percent)

Occupation	1865	1918	1945	1953 1/	1957 1/	1960	1963 1/
White collar occupations	3.9	16.6	33.0	37.4	39.9	47.2	42.2
Professional-managerial	3.0	5.4	10.4	16.8 3/	20.7 3/	12.8	22.3 3/
Technical	0.2	6.4	10.4			17.5	
Admin. and clerical	0.7	4.8	12.2	20.6	19.2	16.9	19.9
Blue collar occupations	5.7	43.8	36.5	45.3	45.0	36.6	43.6
Mechanics and repairmen	0.1	8.1	15.9	22.3	24.9	20.3	24.5
Other craftsmen	0.5	12.3	7.3	6.6	7.4	6.2	7.2
Services, operations, laborers, and miscellaneous 2/	5.1	23.4	13.3	16.4	12.7	10.1	11.9
Ground combat and general duty occupations	90.4	39.6	30.5	17.3	15.1	16.3	14.1
Total classified by occupation	100.0	100.0	100.0	100.0	100.0	100.0	100.0

1/ Data from The Military Specialist by Harold Wool, Table III-3, p. 42. All other data are from The Military Specialist by Harold Wool, Table IV-1, p. 52.

2/ Miscellaneous = 1.0% for 1953 - includes aerial gunners but included in blue-collar.

3/ Combined totals shown due to differences in classification schemes. Totals for years shown (1953, 1957, and 1963) are for "Electronics" and "Other Technical."

Notes on coverage:

1865 - Union Army only

1918 - Army and regular Navy enlisted personnel only

1945, 1960 - Total military labor force

1953, 1957, 1963 - DoD enlisted positions only (including musicians)

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TABLE D.6
DOD CASUALTY RATES FOR SELECTED WAR PERIODS

Wars and Dates	Number Serving	Battle Deaths <u>1/</u>	Other Deaths <u>1/</u>	Nonmortal Wounds <u>1/</u>
Civil War <u>2/</u> 1861-1865	2,213,363	6.3%	10.1%	12.7%
Spanish-American War 1898	306,760	0.1%	0.7%	0.5%
World War I 1917-1918	4,734,991	1.1%	1.3%	4.3%
World War II 1940-1946	16,112,556	1.8%	0.7%	4.2%
Korean Conflict 1950-1953	5,720,000	0.6%	0.4%	1.8%
Vietnam Conflict 1964-1973	8,744,000	0.5%	0.1%	1.8%

1/ Casualties as a percent of number serving.

2/ Union Forces only.

Source: OASD (Comptroller) Directorate for Information Operations, 3/6/74.

in Vietnam, flying 100 combat missions, etc. A larger pool of physically capable and psychologically suitable personnel would be required to train for and man such a rotational force system than would otherwise be necessary. Thus, while the percentage of personnel in combat skills has been diminishing over the past 100 yr, other policy actions aimed at humane and morale boosting objectives have tended to increase the requirement for combat-capable personnel.

CONCLUSION

D.15 From the research conducted and the examples cited above, there is no clear or generally accepted definition of combat skills or combat duty that will simply and equitably describe those skills or duties that may require "youth and vigor." However, according to the existing definitions, the 115-yr period since the Civil War has been characterized by a declining trend in the percentage of combat skills within the total military establishment. In addition, the mortality rates for U.S. adult males in the 25-54 yr age groups have shown a steady decline since 1900, primarily due to a substantial reduction of tuberculosis and acute respiratory illness deaths. Likewise, there has been a reduction in the percentage of deaths (from all causes) and combat wounds suffered by active U.S. military in each succeeding war. These factors combine to subjectively erode an argument for "youth and vigor," if one ever existed, as a substantiating need for an early retirement program.

D.16 Conversely, the rotation concept initiated during World War II, where personnel are toured into and out of combat zones after certain periods of combat exposure or time, levies an increase in the need for people willing to train, deploy and

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enter combat. Hence, if the U.S. military establishment continues to maintain this policy, an increased percentage of combat-capable personnel will be required over and above those directly assigned to combat skill billets. This latter issue can have a major impact on the "youth and vigor" argument, depending on the number of people required for combat skills and the rotation policy that would be used in the future.

D.17 Therefore, only conflicting conclusions regarding the "youth and vigor" argument can be drawn from the analysis of combat duty and mortality rates. While subjective evidence derived from combat duty and mortality rate analysis tends to erode the argument for "youth and vigor," an expeditious rotation policy for a combat force can rapidly expand the "youth and vigor" needs over prior eras.

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APPENDIX E GRANDFATHER CLAUSES IN MILITARY RETIREMENT LEGISLATION

INTRODUCTION

E.1 This paper presents a brief discussion of the historical treatment of the current personnel inventory in light of changes in military retirement laws. When such laws are made more restrictive, the question arises as to whether the current force should be bound by the new legislation, or whether, through the use of what is often referred to as a "grandfather clause," the force can be allowed to keep the privileges and benefits it had prior to such changes, with the new laws only applying to new personnel. The following paragraphs describe historical examples of such clauses, citing both general situations and specific legislation and provisions.

GENERAL SITUATIONS AND CLAUSES

E.2 One situation that has arisen frequently and that has been dealt with in a manner similar to a grandfather clause has been the imposition of relative and absolute number or proportional grade limitations for officers. In virtually all such cases (see, for example, References 3, 4, 6, 8, and 11), the statutes have provided that there would be no reductions in rank, pay, or allowance of active officers, and that supernumerary officers (those exceeding the specified limits) could either be kept on until they retired or until the limits were raised, or could be honorably discharged upon their request.

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E.3 Similarly, when retirement benefits and regulations have been changed, it has almost invariably been done with the provisions that the status and pay of already retired members shall not be affected, and that the retirement eligibility and benefits of certain senior officers (Generals, Admirals, etc.) will be unchanged. In situations where benefits and/or policies have been increased or liberalized, there was obviously no need for such protective clauses.

Specific Clauses

E.4 In addition to the aforementioned examples, there have been a few specific instances of grandfather clauses being explicitly included in military legislation. One of the best examples of this occurred in the creation of the new Naval and Marine Corps Reserves in 1925 (Reference 5). As a part of this act, the minimum service requirement for enlisted men to transfer from the regular Navy to the Fleet Naval Reserve was raised from 16 to 20 yr. However, enlisted men serving in the regular Navy on the date of the act's passage, along with those reenlisting in the regular Navy within 3 months of their date of discharge, were permitted to retire at 16 yr of service, with the provision that those eligible who retired at between 16 and 19 yr would receive 1/3 of their base pay (plus allowances), while those who chose or were forced (as in the cases of new enlistees) to retire at 20 yr received 1/2 of the base pay (plus allowances).

E.5 Two other examples of grandfather clauses are worth noting. In 1947, the Officer Personnel Act (Reference 11) established new age and time in service limits for officer promotions and retirements. The Army, however, included a clause which provided that the maximum age for appointment of officers could be waived by the Secretary of War (at his discretion) until 30 June

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1953 for those on active duty prior to 2 September 1945. Similarly, the new lower maximum age limits for retirement were waived for current chiefs and assistant chiefs of services (higher previous limits remained in effect) and were delayed 1 yr for Medical Corps officers.

E.6 Finally, in 1948, the retirement laws for the Army and Air Force were changed (Reference 12), with the provision that all officers removed from the active list as a result of this act, who could otherwise have retired voluntarily, would receive the same grade and pay as they would have under voluntary retirement. However, it should also be noted that this act raised the minimum years of voluntary service for regular and warrant officers from 15 to 20 years with no apparent grandfather or other protective clause.

SUMMARY AND CONCLUSION

E.7 There is ample historical precedent for the use of grandfather clauses in retirement and other related legislation. However, there is no systematic pattern as to what form, if any, such clauses should take. Each is peculiar to a given piece of legislation and the surrounding environment; covering a wide variety of coverages. The benefits and protection provided for by these clauses vary considerably. The clauses basically honor the advantageous portions of prior legislation as a moral contract between the government and the affected individuals. While the legislative and executive branches retain the joint prerogative to unilaterally change laws, and resulting benefits, they elect to avoid the political turmoil and credibility problems by using grandfather clauses.

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REFERENCES

1. Efficiency of Navy-Reserved List of Officers, 33rd Congress, U.S. Statutes Vol. 10, pp. 616 (10 Stat 616), 28 February 1855.
2. Military Establishment, 37th Congress, 12 Stat 287, 3 August 1861.
3. Army Appropriations, 47th Congress, 22 Stat 117, 30 June 1882.
4. Appropriations, Naval Service, 64th Congress, 39 Stat 556, 29 August 1916.
5. Naval Reserve and Marine Corps Reserve, 68th Congress, 43 Stat 1080, 28 February 1925.
6. Navy, Distribution of Line Officers, Etc., 71st Congress 46 Stat 1482, 3 March 1931.
7. Army and Philippine Scouts, Promotion Lists, 74th Congress, 49 Stat 505, 31 July 1935.
8. Navy, Officers of the Line, 75th Congress, 52 Stat 944, 23 June 1938.
9. Army Officers, Promotion, 76th Congress, 54 Stat 379, 13 June 1940.
10. Army, Removal of Officers, 77th Congress, 55 Stat 606, 29 July 1941.
11. Officer Personnel Act of 1947, 80th Congress, 61 Stat 795, 7 August 1947.
12. Army and Air Force Vitalization and Retirement Equalization Act of 1948, 80th Congress, 62 Stat 1081, 29 June 1948.

APPENDIX F
RESERVE RETIREMENT LEGISLATION

INTRODUCTION

F.1 A question that has concerned military personnel planners for some time is whether and how to differentiate between regular and reserve personnel, particularly in reference to retirement legislation. Since the two groups tend to have different compositions and purposes, in many cases it would be desirable to distinguish between them. On the other hand, the two groups have many similar needs and characteristics, which along with equity considerations suggest that they should be treated uniformly. It would appear that the former attitude has been adapted in the case of nondisability retirement, while the latter approach has been followed for disability retirement.

DISABILITY RETIREMENT

F.2 For over 150 yr, disability retirement legislation has generally been applied equally to regular and reserve personnel in the Armed Services. In 1812, officers and men of the Voluntary Military Corps who became disabled in the line of duty in public service were made eligible to receive the same disability compensation as members of the Regular Army. In 1920, Naval Reserve and temporary Navy officers were given the same disability retirement benefits as Regular Navy officers. In 1925, this was changed so that Naval and Marine Corps Reserve officers and enlisted men were given peacetime disability retirement benefits equal to those of civil employees.

F.3 The benefits were expanded in 1928, when partial disability retirement benefits for reserve officers in all services were made equal to those of regular officers. They were further expanded in 1939, 1940, and 1941, when all Army, Navy, and Marine Corps reserve personnel serving more than 30 days of active duty were given disability retirement benefits equal to their regular counterparts. Male retirement provisions were extended to female personnel in 1948, and in 1952 the Armed Forces Reserve Act maintained the fundamental retirement benefits and eligibility requirements established by previous legislation. Thus it seems clear that little or no distinction has been made in the past between regular and reserve personnel in the area of disability retirement, provided that the reserve personnel were disabled in the line of duty.

NONDISABILITY RETIREMENT

F.4 There are several problems involved in comparing the treatment of regular versus reserve personnel under nondisability retirement legislation. To begin with, such retirement can be either voluntary or mandatory. Second, there are various forms and paths of retirement--from active to reserve, from active to civilian, or from reserve to civilian. Third, length of service requirements for nondisability retirement may apply to active service, reserve service, or both. Nevertheless, it is possible to make some general comparisons and observations, and it appears that some significant differences in regular versus reserve retirement provisions have existed. In general, nondisability retirement provisions appear to be much more limited for reserves than for regular personnel. This difference may be at least partly due to the inherent makeup and purpose of the two components.

Mandatory Nondisability Retirement

F.5 Although provisions for mandatory nondisability retirement have existed for regular personnel since 1861 (see Appendix A), reserve coverage in this area has been minimal. No such provisions currently exist or previously existed for Army or Air Force reserve personnel, either officer or enlisted. In the Navy and Marine Corps, reserve officers were included under mandatory retirement legislation in 1925, which imposed a 64-yr age limit on these personnel but provided for no retired pay or allowances. This was changed in 1938 to provide for mandatory retirement of reserve officers and enlisted men at age 64. Those so retired who had 30 active years of service (YOS) including 10 of the 11 yr immediately preceding retirement, were entitled to retired pay at 50% of active duty pay; all others received no retired pay or allowances.

Voluntary Nondisability Retirement

F.6 There are more provisions for reserve personnel under voluntary nondisability retirement legislation than under mandatory retirement legislation. In 1882, Army officers were permitted to retire voluntarily upon completion of 40 YOS as either an officer or soldier in the regular or volunteer service. It was not until 1948, however, that the Army (and Air Force) explicitly permitted voluntary nondisability retirement for reserve officers after 20 yr of satisfactory active Federal service, at least 10 of which were commissioned. Also in 1948, all Army and Air Force reserve personnel were given the option of voluntarily retiring upon reaching age 60 and completing 20 YOS, the last 8 of which were service in a reserve component.

F.7 Reserves were explicitly treated in the Navy and Marine Corps beginning in 1916, when legislation permitted any enlisted

men with 20 YOS, or enlisted men entitled to an honorable discharge after 16 YOS, to transfer to the Navy or Marine Corps Reserves with provisions for retainer pay. In 1917 and again in 1918, however, it was stipulated that nonregular Navy and Marine Corps officers, originally appointed temporarily, would not be entitled to any rights of nondisability retirement. The issue of reserve retirement arose again in 1925 with legislation which permitted officers of the Navy and Marine Corps Reserves to be placed on an Honorary Retired List without pay or allowances, upon request and subject to the Secretary of the Navy's approval, after 25 yr in the Reserve. At the same time, the minimum YOS limit for transfer to the Fleet Naval Reserve was raised from 16 to 20 for future enlistees (the 16-yr option remained available for personnel already on board); after 30 yr of combined active and reserve service, such individuals were transferred to the Regular Navy retired list.

F.8 In 1938, reserve officers and enlisted men in the Navy and Marine Corps were made eligible for voluntary retirement after 30 YOS in the reserve, but with no pay or allowances. However, those with at least 30 active YOS, along with those having at least 20 yr of active service including 10 of the preceding 11 yr, were entitled to retired pay at 50% of active base pay. This was changed in 1946 so that all reserve (and regular) Navy and Marine Corps officers, upon completion at 20 yr of active service and at least 10 yr of active commissioned service, were made eligible to retire voluntarily with retired pay equal to 2.5% of active pay multiplied by their YOS (not to exceed 75%). That same year, enlisted Navy men who had transferred to the Fleet Naval Reserve were permitted to transfer back to the retired list of the Regular Navy after 30 YOS, with retired pay legally entitled. The voluntary retirement laws for Navy and Marine Corps reserve personnel were changed again in 1948 to permit retirement upon reaching age 60 and completing 20 YOS,

the last 8 of which were service as a member of a reserve component (same as Army and Air Force-see Paragraph F-6).

Voluntary Nondisability Retirement--Summary

F.9 As in the case of mandatory nondisability retirement, voluntary nondisability retirement laws do not generally provide for equal treatment of regular and reserve personnel at either the officer or enlisted level. In general, reserve forces seem to have higher age and service limits, resulting in fewer and more restrictive options for voluntary retirement. This suggests that at least an implicit philosophy exists of at least permitting and perhaps even encouraging an older reserve force. However, these differences are as much a function of the inherent differences and relationships between regular and reserve forces as they are a function of retirement policy itself. In many cases, it may be undesirable, if not impossible, to treat these two groups the same.

CONCLUSION

F.10 There is no clear-cut overall answer as to whether or not regular and reserve forces are treated equally under military retirement legislation. Such an answer would depend on the type of retirement being considered, the type of personnel (officer versus enlisted, etc.), the service(s) in question, and the surrounding military, political, economic, and demographic environment. Nevertheless, some conclusions do emerge from the preceding analysis. First, in the area of disability retirement, it appears that regular and reserve personnel are generally treated the same, as long as the reserve personnel are injured during active duty. Second, in the area of mandatory nondisability retirement, it appears that the two groups are treated quite differently; reserve personnel tend to have fewer and weaker

requirements for being mandatorily retired in terms of age and YOS limits. Third, in the area of voluntary nondisability retirement, there are substantial differences, although there has been some convergence since World War II. Reserve personnel have fewer and weaker options for voluntary and/or early retirement. There appears to be an implicit or explicit policy bias in favor of retaining reserve personnel longer and therefore having an older reserve force. However, the unique relationship and movement between regular and reserve forces limits the strength and meaning of these conclusions and suggests that, by desire and by nature the two forces will continue to be treated differently.

APPENDIX G
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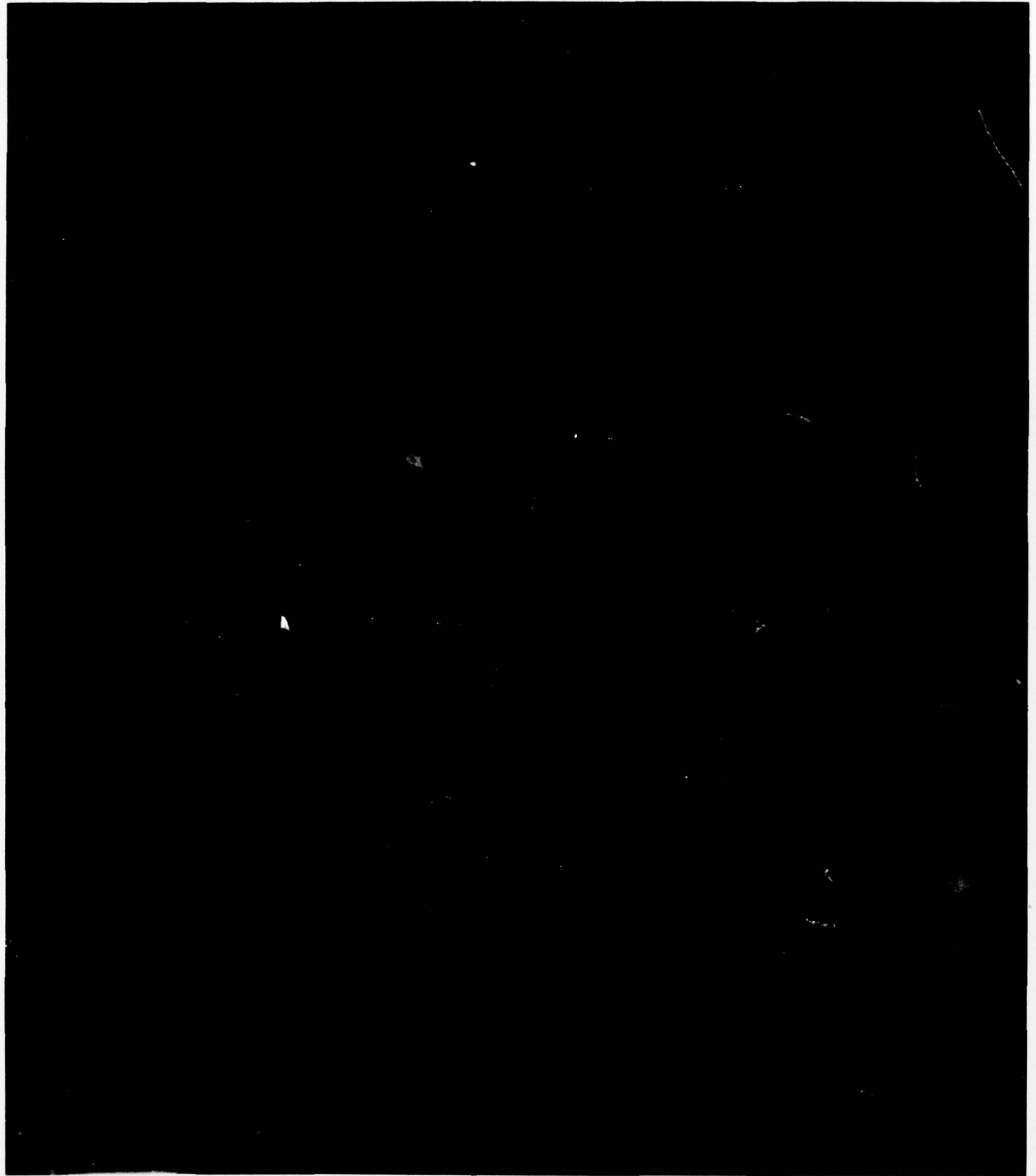
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